DIJEMSS: Dinasti International Journal of Education Management and Social Science
E-ISSN: 2686-6331
P-ISSN: 2686-6358
https://dinastipub.org/DIJEMSS dinasti.info@gmail.com +62 811 7404 455
DINASTI PUBLISHER

DOI: https://doi.org/10.38035/dijemss.v6i1
https://creativecommons.org/licenses/by/4.0/
Received: 16 August 2024 | **Revised:** 16 October 2024 | **Publish:** 16 October 2024

Negative Gossip: A Systematic Review and Future Research Directions

Erika Fajar Subhekti[1], Fiona Niska Dinda Nadia[2]
[1]Human Resource Development, Postgraduate School, Universitas Airlangga, Surabaya, Indonesia.
email: erikasubhekti@gmail.com
[2]Human Resource Development, Postgraduate School, Universitas Airlangga, Surabaya, Indonesia.
email: fionaniska@pasca.unair.ac.id

Corresponding Author: erikasubhekti@gmail.com[1]

Abstract: This study is a systematic and comprehensive literature review discussing the concept of negative gossip and its role in providing recommendations for future research. The study also explores the opportunities available for future scholars to develop and expand the existing literature in this field. The research concludes that negative gossip involves the dissemination of harmful or disadvantageous information about others, which can impact relationships, emotional well-being, and their reputation. Although the concept is still in its early stages with various definitions, some studies have analyzed the variables affecting negative gossip at both individual and organizational levels. This review examines how mechanisms and contexts support the outcomes of negative gossip and emphasizes the need for further research in empirical studies, methods, and theoretical foundations required for advancing knowledge in this area.

Keywords: Negative Gossip, Systematic Review, Future Research Directions.

INTORDUCTION

The phenomenon of gossip is something almost every individual has experienced in their daily life. Gossip is defined as a form of information sharing that conveys content unknown or poorly understood by its recipients (Dores Cruz et al., 2021a, 2021b; Robbins & Karan, 2020). Unlike other informal conversations, negative gossip involves sensitive personal issues and negative evaluations of others (Foster, 2004; Leaper & Holliday, 1995; Wu et al., 2018). Gossip is considered a type of talk that conveys information about the behavior and attributes of absent third parties (Foster, 2004). Negative gossip not only harms interpersonal relationships but can also negatively impact social dynamics in the workplace in subtle or unconventional ways, such as increasing group differentiation and isolating individuals who spread gossip (Chua et al., 2008; Shani & Westphal, 2016).

The number of articles related to negative gossip indexed in Scopus saw a decline from 2020 to 2021. However, from 2022 to 2024, the number increased significantly. This trend is intriguing because the ability to spread negative gossip is crucial in influencing the evolving

dynamics of social and organizational culture, even though in-depth research in this field remains limited. Negative gossip is characterized as evaluatively negative, covert gossip directed at members of an organization (targets), and it often occurs in private settings (Wu et al., 2018). Based on this, a systematic review of the literature on negative gossip is needed to provide a more comprehensive understanding of the state of the literature from 2020 to 2024.

In line with the objectives of this research, several stages were conducted. First, this study briefly reviews the foundational definitions and perspectives on negative gossip. The authors also explain the systematic approach used to identify and analyze the existing literature. Second, this article summarizes and evaluates the knowledge contained within each discussed topic. Third, after synthesizing the knowledge, the researchers assess and evaluate the findings in this field of research. Based on these insights, the article then highlights important directions for future research and concludes with a summary.

This research makes several significant contributions. First, it offers a more comprehensive understanding of negative gossip. Second, the comprehensive review of more than 100 scholarly articles helps deepen the understanding of negative gossip research for academics and practitioners. Third, this research is vital in developing a roadmap for future studies and highlighting potential theoretical and empirical developments in the literature on negative gossip. This study also highlights the application of theories such as Conservation of Resources (COR), Affective Events Theory (AET), and other theories that help explain how negative gossip develops and affects work outcomes. Additionally, this research can clarify the relationship between negative gossip and relevant variables.

METHOD

This research uses a systematic literature review methodology as suggested by Tranfield et al. (2003). This method provides guidance for research and indicates that systematic literature reviews can improve the quality of research by utilizing a structured approach. Systematic writing helps in recognizing the academic contributions to research (Becheikh et al., 2006). According to Tranfield et al. (2003), there are three steps involved in the systematic review process: planning, execution, and documentation of the review. Each step involves several sub-steps; however, based on the research requirements, these steps were adjusted to fit the research protocol. This method has been used and evaluated by other studies (Khan et al., 2020). These steps are explained in the following section.

This study aims to systematically synthesize and integrate existing research on negative gossip, starting with two research questions: **RQ1.** What does the literature suggest regarding the concept and current research on negative gossip? **RQ2.** What possibilities exist for future research to develop and expand the existing literature in this context?

Articles discussing negative gossip that have been peer-reviewed can be found by searching databases such as Scopus. Scopus was chosen due to its comprehensive nature, and its search function allows for sufficient accuracy (Pascucci et al., 2018). Scopus is a comprehensive electronic database with more than 18,000 articles from over 5,000 international publishers, covering 16,500 peer-reviewed journals across various fields of knowledge such as science, engineering, medicine, social sciences, and more (Phillips et al., 2015). All research was conducted from 2020 to 2024. The first article meeting the selection criteria with the highest citation was Cheng et al. (2020), published in the Journal of Business Ethics. The articles in this database were accessed through Scopus. The author searched for articles with the title "negative workplace gossip." As a result, a total of 67 articles were found from the Scopus database.

Selecting and assessing the quality of primary studies. The author selected 34 relevant articles from the initial 67 based on the guidelines by Tranfield et al. (2003), with reference to inclusion criteria such as publication in peer-reviewed journals, discussion of the negative

gossip variable, and written in English. The author determined the relevance of the research by reading the titles, abstracts, and full texts of the articles. The author excluded 33 articles that were not open access. At this stage, 34 relevant articles were selected for review from the initial collection of 67 articles.

Quality assessment. The purpose of the quality assessment is to evaluate the validity of the selected studies, provide appropriate justification, and give readers the necessary information to determine whether this review strategy is relevant for their own research (Christofi & Vrontis, 2017). In line with this, at this stage, the author refers to Ahmad & Omar (2016) by selecting articles from Scopus-indexed journals.

Data extraction. After conducting the quality check, data were extracted from the selected studies to inspect for human error and bias (Tranfield et al., 2003). The extracted data were then transferred to an Excel spreadsheet, which recorded information about the journal, author, research title, year of study, research objectives, research design and data, theory, summary of research findings, and definitions and antecedents or consequences of negative gossip.

RESULT AND DISCUSSION

This section presents the research findings previously reviewed by discussing our response to the first research question (RQ1). These findings reflect information regarding the development of academic publications, definitions of negative gossip, theoretical lenses, methodological applications, and the antecedents and consequences of negative gossip as identified by prior studies. Data were gathered from a number of scientific publications in the research domain spanning a four-year period. The earliest article in this review was published in 2020. Initially, there were only a few publications related to negative gossip, though this number increased in 2022 despite some fluctuations. The highest number of publications occurred in 2023 and 2024 (Figure 1).

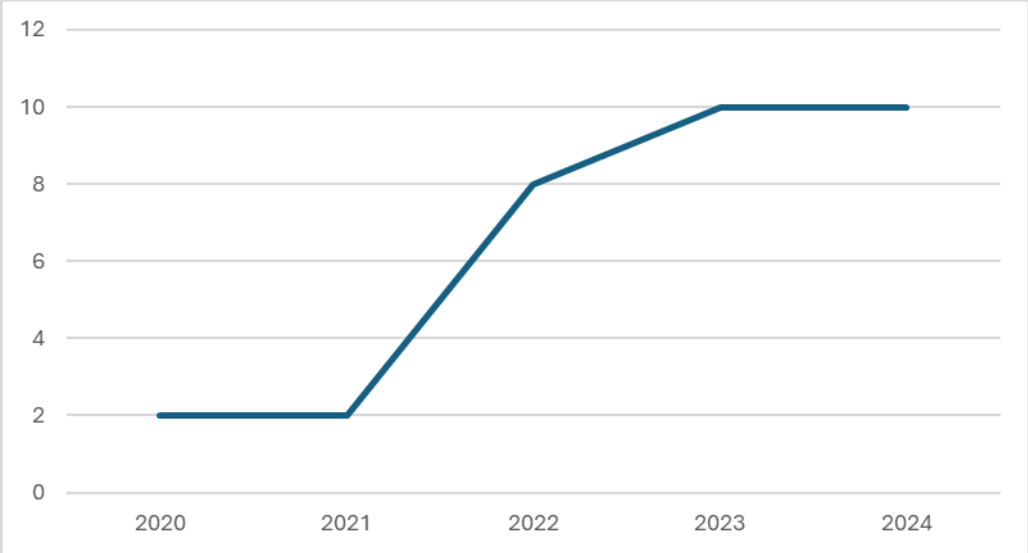

Figure 1. Increase in Negative Gossip Publications

Table 1 below shows the journals that published articles related to negative gossip, categorized by Scopus ranking index.

Table 1. List of Journal Outlets

Indeks Scopus	Nama Jurnal		Total
Q1	Current opinion in psychology	1	20
	International Journal of Hospitality Management	1	
	Social Networks	1	
	Evolution and Human Behavior	1	

	International Journal of Conflict Management	2	
	Management Research Review	1	
	Management Communication Quarterly	1	
	Journal of Business Ethics	3	
	Journal of Occupational and Organizational Psychology	1	
	International Journal of Contemporary Hospitality Management	1	
	Social Network Analysis and Mining	1	
	Royal Society open science	1	
	Social and Personality Psychology Compass	1	
	Stress and Health	1	
	The Service Industries Journal	1	
	Organizational Psychology Review	1	
	European Journal of Work and Organizational Psychology	1	
Q2	Current Psychology	3	8
	Frontiers in Psychiatry	1	
	Evolutionary Behavioral Sciences	1	
	BMC nursing	1	
	Human Performance	1	
	Basic and Applied Social Psychology	1	
Q3	Nankai Business Review International	1	3
	E3S Web of Conferences	1	
	Japanese Psychological Research	1	
Q4	Personnel Review	1	3
	Proceedings of the 2023 IEEE Asia-Pacific Conference on Computer Science and Data Engineering, CSDE 2023	1	
	Journal of Business Ethics	1	

Scopus, in assessing journals, classifies the quality of journals using the term "quartiles," with four quartiles: Q1, Q2, Q3, and Q4. Q1 represents the highest or most important cluster in terms of journal quality, with 20 articles, followed by Q2 (8 articles), Q3 (3 articles), and Q4 (3 articles). Most of these journals were published in the *Journal of Psychology and Social Science*, *Journal of Management and Business*, *Journal of Conflict and Ethics*, *Journal of Organizational and Occupational Psychology*, *Journal of Health and Human Performance*, *Journal of Computer Science and Social Networks*, *Journal of Evolutionary Science and Human Behavior*, *Journal of Environmental Science and Conferences*, *Journal of Public Health*, and *Journal of Technology and Computer Conferences*.

Table 2 below shows the journal titles with citations from articles related to negative gossip recorded in the Scopus database.

Table 2. Number of Citations of Articles

Author	Article Title	Number of Citations
Cheng et al., (2020)	When Targets Strike Back: How Negative Workplace Gossip Triggers Political Acts by Employees"	70
Hauke & Abele, (2020)	The Impact of Negative Gossip on Target and Receiver. A “Big Two” Analysis	37
Jiang et al., (2020)	Why and when cognitive job insecurity relates to affective job insecurity? A three-study exploration of negative rumination and the tendency to negative gossip	37
Naeem et al., (2020)	An eye for an eye: does subordinates’ negative workplace gossip lead to supervisor abuse?	36
Cheng et al., (2023)	The Hidden Costs of Negative Workplace	33

Author	Article Title	Number of Citations
	Gossip: Its Effect on Targets' Behaviors, the Mediating Role of Guanxi Closeness, and the Moderating Effect of Need for Affiliation	
Wax et al., (2022)	Spilling tea at the water cooler: A meta-analysis of the literature on workplace gossip	23
Estévez et al., (2022)	More than one's negative ties: The role of friends' antipathies in high school gossip	21
Zhu et al., (2022)	How does receiving gossip from coworkers influence employees' task performance and interpersonal deviance? The moderating roles of regulatory focus and the mediating role of vicarious learning	21
Li et al., (2023)	How does perceived negative workplace gossip influence employee knowledge sharing behavior? An explanation from the perspective of social information processing	20
Nieper et al., (2022)	When and why does gossip increase prosocial behavior?	19
Imada et al., (2021)	The role of positive and negative gossip in promoting prosocial behavior	19
Kim et al., (2021)	The Impact of Group Diversity and Structure on Individual Negative Workplace Gossip	19
Xie et al., (2022)	Why and When Negative Workplace Gossip Inhibits Organizational Citizenship Behavior	16
Liu et al., (2023)	Assessing the impact of negative workplace gossip on family satisfaction: Evidence from employees in China	14
Zhu et al., (2022)	Supervisor negative gossip and employees' thriving at work	13
Zong et al., (2024)	How Multi-Source Gossip Affects Targets' Emotions and Strategic Behavioral Responses	11
Khan et al., (2024)	Dish the dirt! Dual effects of workplace gossip patterns in linking coworker friendship with incivility in the restaurant context	8
Kakarika et al., (2024)	Don't Shoot the Messenger? A Morality- and Gender-Based Model of Reactions to Negative Workplace Gossip	8
Estévez et al., (2022)	Workplace gossip and the evolution of friendship relations: the role of complex contagion	8
Hess & Hagen (2023)	The impact of gossip, reputation, and context on resource transfers among Aka hunter-gatherers, Ngandu horticulturalists, and MTurkers	6
Jalil et al., (2022)	Do not ask, but you shall still receive: Newcomer reactions to receiving negative gossip	5
Cheng et al., (2024)	How negative workplace gossip undermines employees' career growth: from a reputational	4

Author	Article Title	Number of Citations
	perspective	
Imada (2023)	The Relative Effectiveness of Positive and Negative Gossip in Promoting Prosocial Giving: The Examination of the Valence of Gossip Content and Reputational Consequences	4
Yuan et al., (2024)	Exploring the buffer effect of intrinsic interest on the relationship between idea implementation and negative workplace gossip	2
Shen et al., (2024)	Negative school gossip and prosocial behavior among high school students: mediated by basic psychological needs satisfaction and moderated by self-compassion	2
Voultsos et al., (2023)	Perceptions and experiences of female nurses when confronted with expressing a conscientious objection towards end-of-life Care in Greece	2
Srivastava et al., (2023)	Sailing through silence: exploring how negative gossip leaves breeding grounds for quiet quitting in the workplace	2
Qian et al., (2023)	Workplace Negative Gossip Atmosphere and Employees' Cyberloafing Behaviors: Effects and Mechanisms	1
Shinohara et al., (2024)	Children are sensitive to the number of sources when relying on gossip	1
Kumar & Vilvanathan, (2024)	When talk matters: the role of negative supervisor gossip and employee agreeableness in feedback seeking and job performance	0
Kapoor, (2023)	A Structural Equational Model Demonstrating The Impact Of Workplace Gossip On Retaliation Intention And Internal Whistle-Blowing Intention Of IT Sector Employees	0
Guang et al., (2024)	Does negative evaluation make you lose yourself? Effects of negative workplace gossip on workplace prosocial behavior of employee	0
Cheng et al., (2023)	From the dual-dimensional perspective of employee mindfulness and superior trust, explore the influence mechanism of negative workplace gossip on work engagement	0
Testori et al., (2024)	Punishing or praising gossipers: How people interpret the motives driving negative gossip shapes its consequences	0

The article by Cheng et al. (2020) is the most cited, with a total of 70 citations recorded in the Scopus database. The second most cited articles are by Hauke & Abele (2020) and Jiang et al. (2020), with 37 citations each. In third place is the article by Naeem et al. (2020), with a total of 36 citations. Fourth is the article by Cheng et al. (2023), with 33 citations, followed by other articles.

Literature Review

Definition of Negative Gossip

Several studies have introduced the concept of negative gossip (Imada, 2023; Srivastava et al., 2023). Since this concept is still in its early stages, the definitions vary but reflect similar ideas. Some studies have separated the positive and negative impacts of gossip (Hauke & Abele, 2020; Nieper et al., 2022; Li et al., 2023; Zhu et al., 2024). On the other hand, Zong et al. (2024) defined negative gossip as a common phenomenon that refers to the spreading of demeaning or harmful information about a person or individual. Empirical literature describes gossip as informal communication behavior involving discussions about others in their absence, often with the aim of sharing personal or sensitive information (Liu et al., 2023; Kumar & Vilvanathan, 2024), for instance, in organizational or individual contexts (Kim et al., 2022; Xie et al., 2022; Zhu et al., 2022; Zong et al., 2024). Future research on this phenomenon should focus on reducing the impact of negative gossip (Cheng et al., 2020), behavioral change (Jiang et al., 2020), social dynamics (Imada, 2023), and other factors.

Based on the reviewed articles, the most commonly referenced definition of negative gossip is provided by Cheng et al. (2020). Other studies refer to Hauke & Abele (2020), Jiang et al. (2020), Naeem et al. (2020), and others. Table 3 below presents definitions of negative gossip from the reviewed articles.

Table 3. Definitions of Negative Gossip

Author	Negative Gossip Definition
Cheng et al., (2020), Naeem et al., (2020), Estévez et al., (2022), Zhu et al., (2022), Cheng et al., (2023), Li et al., (2023), Imada, (2023), Srivastava et al., (2023), Cheng et al., (2024), Zong et al., (2024), Guang et al., (2024),	Negative workplace gossip refers to the spread of unpleasant and evaluative information about absent coworkers within an organization, which affects relationships, emotional well-being, and existing commitment.
Nieper et al., (2022),	In this article, negative gossip refers to inaccurate information that portrays cooperators as defectors, leading to negative perceptions of individuals who are actually engaged in prosocial behavior.
Kapoor, (2023)	Negative workplace gossip is considered harmful, leading to feelings of anger, stress, decreased creativity, and retaliation among employees.
Jiang et al., (2020), Imada et al., (2021), Kim et al., (2021), Jalil et al., (2022), Xie et al., (2022), Liu et al., (2023),	Negative workplace gossip encompasses the spread of unpleasant information about absent employees to others within an organization.
Cheng et al., (2023),	Negative workplace gossip is a common informal communication phenomenon that frequently occurs in the work environment.
Shen et al., (2024)	Negative gossip in educational contexts involves teachers or classmates expressing disapproval or negativity toward the personality traits, academic abilities, or behavior of the target of the gossip.
Hauke & Abele, (2020)	Negative gossip in this context refers to unfavorable

	information or rumors spread regarding a person's character traits, such as agency assertiveness, agency competence, fellowship warmth, and fellowship morality
Wax et al., (2023)	Negative gossip in the context of this article refers to the exchange of evaluative information, either negative or positive, about an absent third party in a critical or unfavorable way
Kumar & Vilvanathan, (2024), Yuan et al., (2024),	Negative gossip in the workplace is defined as employees sharing unfavorable information about a leader as a coping mechanism to deal with emotional exhaustion resulting from the activity, similar to supervisors engaging in conversations involving complaints about coworkers in their absence.
Hess & Hagen, (2023), Khan et al., (2024)	Negative gossip in the workplace can be defined as the spread of detrimental information in the work environment, and involves conversations that criticize, belittle, or denigrate the reputation and performance of coworkers.
Qian et al., (2023)	Gosip negatif di tempat kerja dikaitkan dengan persepsi suasana tim dan reaksi emosional individu, yang mempengaruhi kepercayaan kognitif dan kelelahan emosional di antara karyawan.
Kakarika et al., (2024), Shinohara et al., (2024)	Negative workplace gossip is described as the spread of unfavorable information about coworkers in their absence, leading to moral judgment and potential career-related consequences
Voultsos et al., (2023)	Negative gossip in the workplace, refers to the spread of unfavorable or harmful information about a nurse that gives rise to conscientious objection.
Testori et al., (2024)	Negative gossip refers to the communication of unfavorable or critical information about someone who does not know what content is being shared

Applied Theoretical Lens

To gain a deeper understanding of the theoretical applications used in existing negative gossip research, several theories have been synthesized. This can be seen in the table below.

Table 4. Theories Used

Theory
Reputational Concern Theory
Interdependence Theory
Social Dynamics Theory
Visibility of Prosocial Behavior Theory
Social Information Processing Theory
Structural balance theory
Affective Events Theory (AET)
Conservation of Resources (COR) Theory
Social Identity Theory
Spillover Theory
Psychological ownership theory
Social comparison theory
Self-regulation theory
Role congruity theory
Gossip as a group-level adaptation theory
Theory of Social Information Processing
Ego Depletion Theory
Social Learning Theory

Regulatory Focus Theory
Social Cognitive Career Theory
Evolutionary Theories
Appraisal Theory of Emotion
Self-Determination Theory (SDT)
Complex Contagion Theory
Cognitive Appraisal Theory

Not all negative gossip articles employ theories; out of the 34 reviewed articles, 70.59% (24) utilized theories, with some articles incorporating more than one theory. Conversely, 29.41% (10) of the articles did not explain or mention the use of any theory. The reason some studies do not utilize theories is that their objectives are more practical or descriptive in nature, where theoretical frameworks are not deemed necessary. Additionally, some research adopts alternative approaches as experiments without explicitly relying on theories and focuses more on data collection.

Conservation of Resources Theory (COR)

In the context of negative gossip, COR can be seen as an effort to acquire or maintain psychological resources such as status, trust, or social influence (Kurland & Pelled, 2000). However, when negative gossip occurs, these psychological resources may be threatened (Kurland & Pelled, 2000). Individuals who are targets of negative gossip may experience decreased self-esteem, feelings of isolation, and increased psychological stress (Kurland & Pelled, 2000). Many studies related to negative gossip have employed this COR theory, including Cheng et al. (2020), Zhu et al. (2022), Srivastava et al. (2023), Cheng et al. (2023), Kumar & Vilvanathan (2024), and Yuan et al. (2024).

Other Theories

Other explicitly mentioned theories include Affective Events Theory (AET) (Weiss & Cropanzano, 1996), Appraisal Theory of Emotion (Lazarus, 1966), Social Identity Theory (Tajfel & Turner, 2000), Ego Depletion Theory (Baumeister et al., 1998), and others as outlined in Table 4.

Methodological Applications

The empirical studies reviewed utilized both qualitative and quantitative approaches, representing 88.24% and 11.76% of the reviewed articles, respectively, out of a total of 34 articles. The qualitative studies primarily employed existing literature reviews, while the quantitative studies utilized surveys. Mixed-method research has not yet garnered much attention from researchers and may warrant exploration in future studies.

Regarding the level of analysis, 30 articles focused on the individual level, while 4 articles examined both organizational and individual levels. At the individual level, research samples included employees, whereas the organizational and individual levels utilized samples comprising both employees and supervisors.

In terms of research context, among the empirical studies reviewed, 50% were conducted in nonprofit organizations, 35.29% in profit organizations, and 14.71% did not specify the type of organization where the research was conducted. Most studies were situated in developed countries such as Europe, Japan, South Korea, the Netherlands, and Egypt (26.47%), while studies conducted in Asian countries like China, India, and Indonesia constituted 58.82%. Additionally, 29.4% were conducted in Central African Republic and several other countries, with 8.8% not specifying the context of the country in which the research was conducted. This information can be observed in Figure 2 below.

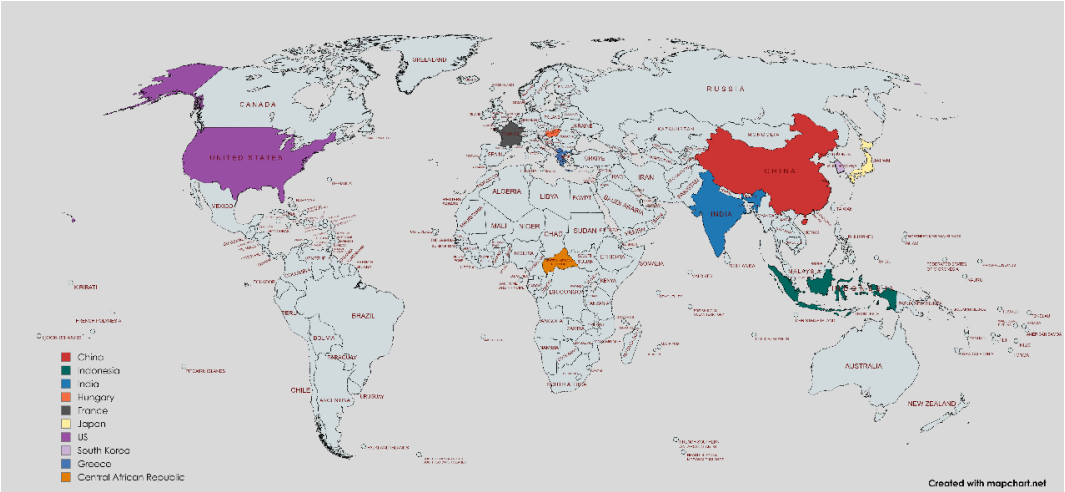

Figure 2. Countries Used for Research on Negative Gossip

Antecedents and Consequences of Negative Gossip

After discussing the conceptual definitions, theoretical research frameworks, and methodological applications, this study now synthesizes empirical evidence reviewed concerning the factors influencing negative gossip and its impacts in this context. These findings are derived from the 34 articles identified in the systematic literature review.

The antecedents of negative gossip include the accuracy of shared information, interdependence structures within gossip triads, social norms, social satisfaction, anticipation of what will be gossiped about, competitive work environments, organizational culture, job dissatisfaction, and the role of supervisors in shaping meaning. Conversely, several consequences of negative gossip that can directly or indirectly affect individuals include its influence on procedural and work behaviors, knowledge sharing, psychological impacts, social exclusion, effects on an individual's identity and reputation, increased conflict and aggression, organizational well-being, and its influence on decision-making and behavior.

Future Research

This section, addressing the second research question (RQ2), highlights research gaps in the relevant literature on negative gossip and offers diverse roadmaps for future research. This study anticipates that many researchers will be interested in conducting future studies on negative gossip as suggested.

First, future research is expected to employ longitudinal methods to provide in-depth understanding of the negative gossip being studied (Naeem et al., 2020; Jiang et al., 2020; Xie et al., 2022; Cheng et al., 2023; Voultsos et al., 2023; Srivastava et al., 2023; Cheng et al., 2024; Kumar & Vilvanathan, 2024) or to utilize mixed methods by combining quantitative and qualitative approaches to gain deeper insights (Khan et al., 2024). Furthermore, future research designs could integrate experimental studies with field research to enhance internal and external validity (Guang et al., 2024).

Multilevel or multisource approaches may also be considered to gather data and understand the emotional responses and behaviors of targets (Hauke & Abele, 2020; Jalil et al., 2022; Qian et al., 2023; Voultsos et al., 2023). It is also hoped that future research will explore various sectors and expand geographical areas to gain diverse and accurate understandings (Zhu et al., 2022; Cheng et al., 2023; Wax et al., 2022; Kapoor, 2023; Cheng et al., 2023; Imada, 2023; Srivastava et al., 2023; Cheng et al., 2024; Testori et al., 2024).

Future research is expected to utilize different theories than those previously applied, aiming to adopt alternative perspectives or viewpoints that can provide deeper understanding (Cheng et al., 2023). Additionally, future studies could investigate existing social dynamics to

better understand how gossip influences prosocial behavior (Nieper et al., 2022; Li et al., 2023; Shen et al., 2024). There is also an expectation to develop a more in-depth understanding of how controlling the motives behind behaviors such as gossip can affect social interactions and existing reputation dynamics (Estévez et al., 2022). Furthermore, there are opportunities to explore the relationship between involvement in gossip and career-related consequences (Kakarika, 2024), as well as the possibility of establishing a higher threshold for positive gossip (which can be viewed as less harmful behavior compared to negative gossip) or identifying critical points in instances of misaligned gossip (Estévez et al., 2022).

Future research also holds potential for examining both the positive impacts (Imada et al., 2021; Zhu et al., 2022; Liu et al., 2023) and negative impacts (Imada et al., 2021) of gossip. Researchers are encouraged to focus more on the role of gossip recipients in future studies, as they have received less scholarly attention compared to gossip senders and targets (Wax et al., 2022). Additionally, examining coping mechanisms to mitigate the negative impacts of gossip (Cheng et al., 2020) is recommended, along with investigating whether supervisor characteristics exhibit harsh or charismatic behaviors towards negative gossip (Zong et al., 2024).

There is a need for further research to understand the impact of gossip on children, including how they rely on gossip from various sources, how the number of gossip sources influences their behavior, the risks associated with false negative gossip, and how variations in gossip affect children's trust and behavior. Future studies are expected to uncover how the interaction between the quantity and characteristics of gossip sources influences how children evaluate individuals, make decisions, and engage socially (Shinohara et al., 2024).

Subsequent researchers could explore other mediators, such as perceived fairness, trust, social network perspectives (Yuan et al., 2024), stress, burnout (Voultsos et al., 2023), and psychological contract breach (Srivastava et al., 2023). They could also investigate additional moderators, such as perceived insider status (Yuan et al., 2024), psychological empowerment (Srivastava et al., 2023), neuroticism, unsolicited gossip (Jalil et al., 2022), which could help establish boundary conditions for the existing reactions (Jalil et al., 2022), social support, and levels of self-confidence (Voultsos et al., 2023), which could influence the relationship between negative gossip and emotional responses, as well as the behaviors of the targets involved (Voultsos et al., 2023).

CONCLUCION

Studi ini merupakan tinjauan literatur yang sistematis dan komprehensif mengenai konsep *negative gossip*, memberikan pemahaman yang lebih dalam tentang posisi penelitian ini serta rekomendasi untuk studi-studi di masa depan. Penelitian ini juga menggali peluang bagi akademisi untuk mengembangkan dan memperluas literatur yang ada di bidang ini. Studi ini menyimpulkan bahwa *negative gossip* adalah penyebaran informasi yang merugikan atau tidak menguntungkan tentang orang lain, yang dapat berdampak signifikan pada hubungan interpersonal, kesejahteraan emosional, serta reputasi individu yang terlibat. Meskipun konsep ini masih dalam tahap pengembangan dengan berbagai definisi yang muncul, beberapa penelitian telah menganalisis variabel-variabel yang mempengaruhi *negative gossip* baik pada tingkat individu maupun organisasi. Kajian ini juga meneliti bagaimana mekanisme dan konteks dapat mendukung pencapaian hasil dari *negative gossip*. Temuan ini menekankan pentingnya memahami faktor-faktor yang berkontribusi terhadap penyebaran *negative gossip* dan dampaknya. Selanjutnya, diperlukan penelitian lebih lanjut yang mencakup studi empiris, eksplorasi metode yang lebih beragam, serta pengembangan landasan teori yang mendukung untuk memahami fenomena ini secara lebih komprehensif. Penelitian di masa depan diharapkan dapat memberikan wawasan yang lebih mendalam dan

aplikatif dalam mengatasi isu-isu yang berkaitan dengan *negative gossip* dalam konteks organisasi dan sosial.

REFERENCES

Ahmad, S. and Omar, R. (2016), "Basic corporate governance models: a systematic review," *International Journal of Law and Management*, Vol. 58 No. 1, pp. 73-107. https://doi:10.1108/ijlma-10-2014-0057

Baumeister, R. F., Bratslavsky, E., Muraven, M., & Tice, D. M. (1998). Ego depletion: Is the active self a limited resource? *Journal of Personality and Social Psychology*, 74(5), 1252–1265. https://doi.org/10.1037/0022-3514.74.5.1252

Becheikh, N., Landry, R., & Amara, N. (2006). Lessons from innovation empirical studies in the manufacturing sector: A systematic review of the literature from 1993–2003. *Technovation*, 26(5–6), 644–664. https://doi.org/10.1016/j.technovation.2005.06.016

Cheng, B., Dong, Y., Zhang, Z., Shaalan, A., Guo, G., & Peng, Y. (2020). When targets strike back: How negative workplace gossip triggers political acts by employees. *Journal of Business Ethics*, 1-14. https://doi:10.1007/s10551-020-04648-5

Cheng, B., Peng, Y., Shaalan, A., & Tourky, M. (2023). The hidden costs of negative workplace gossip: its effect on targets' behaviors, the mediating role of guanxi closeness, and the moderating effect of need for affiliation. *Journal of Business Ethics*, 182(1), 287–302. https://doi.org/10.1007/s10551-021-04994-y

Cheng, B., Peng, Y., Tian, J., & Shaalan, A. (2024). How negative workplace gossip undermines employees' career growth: from a reputational perspective. *International Journal of Contemporary Hospitality Management*. https://doi.org/10.1108/ijchm-02-2023-0234

Cheng, X., Duan, J., Wu, W., & Lu, L. (2023). From the dual-dimensional perspective of employee mindfulness and superior trust, explore the influence mechanism of negative workplace gossip on work engagement. *Frontiers in Psychiatry*, 14. https://doi.org/10.3389/fpsyt.2023.1287217

Christofi, M.L.E. and Vrontis, D. (2017), "Marketing research on mergers and acquisitions: a systematic review and future directions," *International Marketing Review*, Vol. 34 No. 5, pp. 629-651. https://doi:10.1108/imr-03-2015-0100

Chua, R. Y. J., Ingram, P., & Morris, M. W. (2008). From the head and the heart: Locating cognition-and affect-based trust in managers' professional networks. *Academy of Management Journal*, 51(3), 436–452. https://doi.org/10.5465/amj.2008.32625956

Dores Cruz, T. D., Thielmann, I., Columbus, S., Molho, C., Wu, J., Righetti, F., de Vries, R. E., Koutsoumpis, A., van Lange, P. A. M., Beersma, B., & Balliet, D. (2021). Gossip and reputation in everyday life. *Philosophical Transactions of the Royal Society B*, 376(1838), 20200301, https://doi.org/10.1098/rstb.2020.0301

Dores Cruz, T. D., Nieper, A. S., Testori, M., Martinescu, E., & Beersma, B. (2021). An integrative definition and framework to study gossip. *Group & Organization Management*, 46(2), 252–285. https://doi.org/10.1177/1059601121992887

Estévez, J. L., Kisfalusi, D., & Takács, K. (2022). More than one's negative ties: The role of friends' antipathies in high school gossip. *Social Networks*, 70, 77–89. https://doi.org/10.1016/j.socnet.2021.11.009

Estévez, J. L., Wittek, R., Giardini, F., Ellwardt, L., & Krause, R. W. (2022). Workplace gossip and the evolution of friendship relations: the role of complex contagion. *Social Network Analysis and Mining*, 12(1). https://doi.org/10.1007/s13278-022-00923-7

Foster, E. K. (2004). Research on gossip: Taxonomy, methods, and future directions. *Review of General Psychology*, 8(2), 78–99. https://doi.org/10.1037/1089-2680.8.2.78

Guang, X., Shan, L., Xue, Z., & Haiyan, Y. (2024). Does negative evaluation make you lose yourself? Effects of negative workplace gossip on workplace prosocial behavior of employee. *Current Psychology*, 43(15), 13541–13554. https://doi.org/10.1007/s12144-023-05419-x

Hauke, N., & Abele, A. E. (2019). The impact of negative gossip on target and receiver. A "Big Two" analysis. *Basic and Applied Social Psychology*, 42(2), 115–132. https://doi.org/10.1080/01973533.2019.1702881

Hess, N. H., & Hagen, E. H. (2023). The impact of gossip, reputation, and context on resource transfers among Aka hunter-gatherers, Ngandu horticulturalists, and MTurkers. *Evolution and Human Behavior*, 44(5), 442–453. https://doi.org/10.1016/j.evolhumbehav.2023.02.013

Imada, H. (2023). The relative effectiveness of positive and negative gossip in promoting prosocial giving: The examination of the valence of gossip content and reputational consequences. *Japanese Psychological Research*. https://doi.org/10.1111/jpr.12473

Imada, H., Hopthrow, T., & Abrams, D. (2021). The role of positive and negative gossip in promoting prosocial behavior. *Evolutionary Behavioral Sciences*, 15(3), 285–291. https://doi.org/10.1037/ebs0000218

Jiang, L., Hu, S., Näswall, K., Bohle, S. L., & Wang, H. (2020). Why and when cognitive job insecurity relates to affective job insecurity? A three-study exploration of negative rumination and the tendency to negative gossip. *European Journal of Work and Organizational Psychology*, 29(5), 678–692. https://doi.org/10.1080/1359432x.2020.1758669

Jalil, D., Xu, X., Jiang, L., & Wang, H. (2022). Do not ask, but you shall still receive: Newcomer reactions to receiving negative gossip. *Stress and Health*, 38(5), 989–1000. https://doi.org/10.1002/smi.3150

Kakarika, M., Taghavi, S., & González-Gómez, H. V. (2023). Don't Shoot the Messenger? A Morality- and Gender-Based Model of Reactions to Negative Workplace Gossip. *Journal of Business Ethics*, 189(2), 329–344. https://doi.org/10.1007/s10551-023-05355-7

Kapoor, V. (2023). A Structural Equational Model Demonstrating The Impact Of Workplace Gossip On Retaliation Intention And Internal Whistle-Blowing Intention Of IT Sector Employees. In 2023 IEEE Asia-Pacific Conference on Computer Science and Data Engineering (CSDE) (pp. 1-4). IEEE.

Khan, M., Hassan, A., Harrison, C. and Tarbert, H. (2020), "CSR reporting: a review of research and agenda for future research," *Management Research Review*, Vol. 43 No. 11, pp. 1395-1419. https://doi:10.1108/mrr-02-2019-0073

Khan, M. A., Shoukat, M. H., Zubair, S. S., & Selem, K. M. (2024). Dish the dirt! Dual effects of workplace gossip patterns in linking coworker friendship with incivility in the restaurant context. *International Journal of Conflict Management*, 35(3), 591–610. https://doi.org/10.1108/ijcma-04-2023-0080

Kim, A., Shin, J., Kim, Y., & Moon, J. (2021). The impact of group diversity and structure on individual negative workplace gossip. *Human Performance*, 34(5), 247–266. https://doi.org/10.1080/08959285.2021.1907697

Labianca, G., & Brass, D. J. (2006). Exploring the social ledger: Negative relationships and the consequences of gossip in organizations. *Academy of Management Review*, 31(4), 975–992. https://doi.org/10.5465/amr.2006.22527469

Li, L., Zhao, S., & Zhang, Y. (2023). Effects of workplace gossip on career development: The mediating role of reputation. *Journal of Business Research*, 146, 287–296. https://doi.org/10.1016/j.jbusres.2022.06.029

Liang, Y., & Hsu, C. C. (2023). The interplay of gossip and emotional exhaustion: The role of workplace ostracism and coworker support. *Social Behavior and Personality: An International Journal*, 51(3), 1-10. https://doi.org/10.2224/sbp.14194

Manstead, A. S. R. (2022). The role of gossip in maintaining social relationships: The case of the workplace. *Current Opinion in Psychology*, 44, 69–73. https://doi.org/10.1016/j.copsyc.2021.12.008

Morrison, E. W. (2004). The impact of the work environment on the effectiveness of workplace gossip. *Journal of Management*, 30(5), 607–632. https://doi.org/10.1016/j.jm.2004.04.005

Morrison, E. W., & Milliken, F. J. (2000). Organizational silence: A barrier to change and development in a pluralistic world. *Academy of Management Review*, 25(4), 706–725. https://doi.org/10.5465/amr.2000.3707697

Müller, M. R., Bader, J., & Hergert, C. (2024). I'm not telling you everything! The consequences of gossip for information sharing among peers. *Social Networks*, 72, 57-64. https://doi.org/10.1016/j.socnet.2023.05.006

Rau, R., & Preuss, L. (2023). Negative workplace gossip and organizational climate: Insights from qualitative research. *Employee Relations: The International Journal*, 45(2), 332–345. https://doi.org/10.1108/ER-05-2022-0193

Rauschnabel, P. A., & Roosen, A. (2019). The impact of positive and negative workplace gossip on organizational commitment and job satisfaction: The mediating role of interpersonal trust. *Journal of Business Research*, 104, 111–119. https://doi.org/10.1016/j.jbusres.2019.07.024

Shah, M. R., Shah, A., & Kalia, A. (2022). The impact of negative workplace gossip on organizational commitment: A moderated mediation model of workplace friendship and employee self-esteem. *Journal of Business Research*, 138, 408–418. https://doi.org/10.1016/j.jbusres.2021.09.054

Shaw, J. D., Park, T., & Kim, E. (2013). A motivational perspective on workplace gossip: How gossip and humor can influence employees' behaviors. *Journal of Business Ethics*, 115(3), 545–557. https://doi.org/10.1007/s10551-013-1791-y

Skowronski, J. J., & Carlston, D. E. (1989). Negativity and extremity biases in impression formation: A review of the evidence and an integrative theory. *Psychological Bulletin*, 105(1), 131–142. https://doi.org/10.1037/0033-2909.105.1.131

Spencer, J. P., & Ogilvie, C. A. (2023). Gossip: The social costs of sharing negative information. *Annual Review of Psychology*, 74, 241-266. https://doi.org/10.1146/annurev-psych-121322-112712

Sweeney, A. L., & Soutar, G. N. (2001). The role of trust in the buyer–seller relationship. *Journal of Business Research*, 54(1), 37–45. https://doi.org/10.1016/S0148-2963(99)00052-5

Wang, Y., Xie, Y., & Li, X. (2024). Is workplace gossip always harmful? The mediating role of organizational identification in the relationship between workplace gossip and employee performance. *Social Behavior and Personality: An International Journal*, 52(4), 1-11. https://doi.org/10.2224/sbp.14417

Wittek, R., & Wielers, R. (2023). Gossip as an informal means of social control: New evidence from the lab. *Group Processes & Intergroup Relations*, 26(2), 206–226. https://doi.org/10.1177/13684302211057935

Wittek, R., & Wielers, R. (2023). Gossip as a social control mechanism in organizations: A theoretical perspective. *Academy of Management Perspectives*, 37(1), 58–73. https://doi.org/10.5465/amp.2021.0094

Wittek, R., & Wouters, L. (2023). Gossip and collective action in organizations: A relational approach. *Journal of Organizational Behavior*, 44(5), 568-584. https://doi.org/10.1002/job.2661

Yuan, L., Liu, C., & Jiang, L. (2023). When negative gossip backfires: The influence of target's characteristics on interpersonal trust and collective efficacy. *Journal of Business Ethics*, 183(3), 711–724. https://doi.org/10.1007/s10551-021-04985-x

Zhang, Z., & Zhang, H. (2024). The dark side of workplace gossip: A meta-analysis of the impact of workplace gossip on employee outcomes. *International Journal of Management Reviews*, 26(3), 499–515. https://doi.org/10.1111/ijmr.12378

Zhou, Y., Chen, J., & Zhang, Z. (2023). The impact of workplace gossip on career success: The mediating role of negative emotions. *Journal of Managerial Psychology*, 39(1), 30–45. https://doi.org/10.1108/JMP-04-2022-0195