

1. Record Nr.	UNINA9910481958203321
Titolo	Workplace ostracism : its nature, antecedents, and consequences // editors, Cong Liu, Jie Ma
Pubbl/distr/stampa	Cham, Switzerland : , : Springer, , [2021] ©2021
ISBN	3-030-54379-X
Edizione	[1st edition 2021.]
Descrizione fisica	1 online resource (XIII, 303 p. 1 illus.)
Collana	Palgrave Explorations in Workplace Stigma
Disciplina	331.133
Soggetti	Discrimination in employment Work environment
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	1. Ostracism Applied to the workplace -- 2. Exploring the Overlap Among Workplace Ostracism, Mistreatment, and Related Constructs -- 3. Antecedents of Workplace Ostracism -- 4. Emotional, Cognitive and Physiological Responses to Workplace Ostracism -- 5. Workplace Ostracism and Employee Prosocial and Antisocial Organizational Behavior -- 6. Performance Consequences of Workplace Ostracism -- 7. Experiences of Different Racial/Ethnic Groups and Immigrant Employees -- 8. Workplace Ostracism among Gender, Age, and LGBTQ Minorities, and People with Disabilities -- 9. Research Methods for Studying Workplace Ostracism.
Sommario/riassunto	Workplace mistreatment is a burgeoning topic of interest, with the majority of workers having experienced it in some form. This book explores workplace ostracism and its negative effects on employee and organizational outcomes, such as employee attitudes, behaviors, and well-being. This edited volume defines workplace ostracism and examines how to differentiate ostracism from other type of workplace mistreatment, such as workplace incivility and interpersonal conflict. Among the questions it seeks to answer are: 1) what are the individual, relational, and contextual factors that influence employees' workplace ostracism experiences; and 2) what constitutes ostracism in stigmatized populations, such as international students, immigrant workers, and older workers. Researchers in organizational behavior, I/O

psychology, and the sociology of work will find this book to be a valuable resource.

---