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**The Relationship between Negative Workplace Gossip and Counterproductive Work
Behavior**

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Abstract

In this research we examine the effects of negative workplace gossip on counterproductive work behaviors (CWB) through emotional exhaustion. We enhance the understanding of negative gossip on CWB by investigating contingency roles of social media and moral attentiveness. A multi-source time-lagged data of 315 Information Technology (IT) professionals and their immediate supervisors showed a positive relationship between negative gossip and CWB with this relationship being mediated by emotional exhaustion. Importantly, the relation of negative gossip with emotional exhaustion enhances when the involvement of social media in the workplace is high. However, the indirect effect of gossip on CWB via exhaustion is further moderated by an individual's moral attentiveness for IT professionals. We end with a discussion of implications and promising avenues for future research.

Keywords: Negative workplace gossip, counterproductive work behavior (CWB), social media, moral attentiveness.

Track: Organizational Psychology