

An integrated model of the determinants and outcomes of workplace ostracism in the tourism industry.	عنوان البحث
<p>د. حنان ماهر علي</p> <p>د. محمد سليمان عبدالحميد</p> <p>د. أحمد محمد الياز</p> <p>د. مها شبانة</p> <p>dr: Samskrati Gulvady</p>	المشاركون
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<p><u>Abstract</u></p> <p>This paper investigates the impact of organizational deviance and coworker envy on workplace ostracism. It also assesses the effect of workplace ostracism on knowledge hiding and turnover intent and tests the interaction role of job tension on such associations. PLS-SEM was utilized to analyze 591 responses collected from employees at Egyptian travel agencies-A. The findings articulated that ostracism was positively impacted by both organizational deviance and coworker envy. Additionally, ostracism at the workplace could substantially lead to hiding knowledge; however, there was no significant connection between ostracism and employees' turnover intention. Moreover, job tension moderates the links between workplace ostracism and two dimensions of knowledge hiding behavior, namely evasive and rationalized hiding, and turnover intent. Theoretical and managerial implications are presented. Limitations and avenues for further academic work are highlighted.</p> <p>Keywords</p> <p>Organizational deviance, Coworker envy, Workplace ostracism, Knowledge hiding, Turnover intent, Job tension</p>	