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## TOXICITY: A VULGARITY IN ORGANIZATIONS

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### Abstract

*Organizational harmfulness is the widespread, life-threatening, destructive sentiment that divides people from their jobs, co-workers, and organizations. Painful emotions that are inevitably part of organizational life become “toxic” when others respond to them in harmful and vicious ways. Organizational toxicity has ubiquitous undesirable effects, Discouraging individuals’, confidence, and self-esteem, and damaging their self-confidence and performance, both at work and home. Hurting sentiments, rising from happenings such as unforeseen and troublesome digression, and problematic exchanges with superiors, coworkers and customers...*

Keywords: **Toxic Groups**, behaviors, harassment, mistreatment, pressure etc.

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### Introduction

Many workplaces are taking on unhealthy ethics that disregard human welfare—in the search of organizational goals. workplaces are defined by three primary characteristics: 1.) confusion that results from poor decision-making, 2.) high levels of stress and dissatisfaction, and lack of support.

Organizations that function pretty well are one side of a coin and there are organizations that could have done better but due its destructive leaderships and ineffectiveness tend to become a toxic organization. But it has also become unhelpful to its employee’s .The toxic organization, and the role of the toxic leader. are some indications that your organization may be becoming toxic, toxic organizations destroy individuals, and that if any organization is developing a tendency in the direction of toxic management, then it will be a catastrophe and all will have to pay a huge price in terms of personal health, and career of both employee and organization. A toxic organization shows appearances that discriminate it from better workplaces. A history of meagre performance and pitiable decision-making.

A toxic workplace is a workplace that is marked by significant drama and infighting, where personal battles often harm productivity. Toxic workplaces are often deliberated the result of toxic employees, or workers who are motivated by personal advantage (power, money, or special status), use immoral, and sometimes prohibited resources to influence and aggravate those nearby them; and whose intentions are to maintain or proliferation of supremacy, money or special status or distract consideration away from their underperformances and offenses. Toxic employees do not recognize a duty to the organization for which they work or their co-workers in terms of ethics or professional conduct toward others. Toxic employees define relationships with co-workers, not by organizational structure but by co-workers they favor and those they do not like or trust.[1]

Reviews of earlier research

Frost 2003 and 2004 acknowledged numerous bases of toxicity in organizations The manager who betrays others by breaking confidences or promises is a significant source of toxicity in organizations. Other managers suffer from insensitivity, lacking understanding for others’ feelings and awareness of how their own emotions affect other People. Intention describes the role of mischievousness in producing venomousness, seen in managers who deliberately produce pain in

others, seeking to damage or weaken them. Ineffectiveness in dealing with people is a additional source of toxicity. Managers who are hesitant or those with a very high need for control who interfere their employees, are likely to create toxicity in those who work for them.

It is also seen, when the constant demands and high expectations of a charismatic boss whom employees wish to please intrude far into employees' non-work lives. Toxicity can be generated by institutional forces: every day company policies that add oil in fire or organizational practices that are deceitful or misrepresentative.

Frost also opines that "unavoidability", mentioning organization events that cause emotional pain. These include the basic work of leaders as they carry out the necessary requirements of their role, generating toxicity by failing to attend to the pain unsurprisingly created by their actions.

Toxicity in an organization may be deep-rooted and not generated by a single incident or relationship, but through the back-and-forth of certain actions and destructive feelings.

Maitlis and Ozelik(2004), in a study of toxicity-generating decision processes. Here, managers 'ineffectiveness in the face of certain institutional forces, displayed through their unwillingness to endorse a heartbroken performance management policy, joint with their selfishness towards the affected staffs, created extensive and deeply felt pain, in the form of feelings of nervousness, uneasiness, antagonism and humiliation.

Frost, toxicity shoots largely from the attitudes and behavior of management, pain can also turn toxic through the actions and inactions of a variety of stakeholders, including consumers, board participants and staffs at different ranks in the business

Harder et al. (2014) define a toxic work environment as an environment that negatively impacts the viability of an organization. They specify: "It is reasonable to conclude that an organization can be considered toxic if it is ineffective as well as destructive to its employees", and hold that toxicity arises when employees suffer a breach in psychological contract.

In the United States, the issue of; twenty-six states have introduced a version of the Healthy Workplace Bill which provides a definition of workplace bullying which is getting increasing attention from state governments and support for employers to address the behavior through discipline.

Conditions for Toxicity and Workplace violence,

International Labor Organization (ILO), defines: Any incident in which a person is abused, threatened or assaulted in circumstances relating to [his or her] work. These behaviors would originate from customers or coworkers at any level of the organization. This definition would include all forms of harassment, bullying, intimidation, physical threats, assaults, robbery and other intrusive behavior.

Toxic organizations also look different when it comes to results and performance. Which can be narrated as inability to achieve operational objectives and obligations, problem-solving procedures that are derived by terror and fear which very rarely yield good decisions. Secondly toxic organizations show poor internal communication, Interpersonal associations are driven by Machiavellian and self-centered plans. All this results into mammoth amounts of waste that effect from pitiable choices, and tons of adjustment and compromises which again is detrimental for organizations. In short, a toxic organization creates a extraordinary amount of anguish, plus eradicates whichever prospect an organization have. Toxic organizations develop when certain conditions occur like, poor communication high interdependence of members, internal pressure that threatens the jobs of members, personal agendas that do not corresponds organization. Finally, the most important donor to the toxic organization is the manager or director of the organization. Toxic organizations cannot develop when there is a strong psychologically ill leader.

**3. OBJECTIVES OF THE STUDY :**

- To identify the alertness of toxicity in organizations.
- To study and identify characteristics of a toxic leadership
- To determine the impact of toxicity on performance of organizations

**4. METHODOLOGY**

Research Design	:	Descriptive Examination
Primary Data	:	Using unstructured questionnaire.
Research Approach	:	Survey method using structured questionnaire.
Sample Size	:	100 Respondents
Sampling Method	:	Random Sampling
Tools for analysis	:	

**5. ANALYSIS AND INTERPRETATION**

Table 1: Rude Management of Bosses.

Sr. No	Gender	Number of Respondents	%
1.	Male	56	56.0
2	Female	44	44.0
	Total	100	100.0

Table 2: Exploitation culture

Sr. No	Gender	Number of Respondents	%
1.	Male	66	66.0
2	Female	34	34.0
	Total	100	100.0

Table 3: Selfishness in the workplace.

Sr. No	Gender	Number of Respondents	%
1.	Male	85	85.0
2	Female	15	15.0
	Total	100	100.0

Table 4: Egotistic leadership.

Sr. No	Gender	Number of Respondents	%
1.	Male	55	55.0
2	Female	45	45.0
	Total	100	100.0

Table 5: Workplace harassment

Sr. No	Gender	Number of Respondents	%
1.	Male	10	10.0
2	Female	74	74.0
	Total	100	100.0

**Conclusion:**

There are some indications that an organization may become toxic, it is necessary to look at every employee in an honest way irrespective of the designations and authority. Toxic organizations destroy people and that if a leader develops a tendency towards toxic leadership, then it will ruin the organizations health and wealth as toxicity is the negative emotion that will disconnects people from their jobs, co-workers, and organizations and performance at work and home. Increasing rates of anxiety and other illnesses among all age groups indicate that quality of life is declining. And declining quality of life is one of those things that happen when external power and profits come before internal power and collective empowerment. Organizations needs some serious healing, and one of the places where this is most apparent is in the workplace

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