DEMOGRAPHIC DIFFERENCES IN WORKPLACE GOSSIPING BEHAVIOUR IN ORGANIZATIONS - AN EMPIRICAL STUDY ON EMPLOYEES IN SMES

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ABSTRACT

Workplace gossip is the most common phenomenon around the world. The present study contributes to the body of knowledge in the area of workplace gossiping behaviour by examining the link between demographic variables and the gossiping behaviour. The paper is based on a survey of the employees of Small and Medium Scale Enterprise (SMEs) in Ranga Reddy district of Telangana State in India. A sample of 130 respondents was selected using convenience sampling method. Data was collected using self-designed questionnaire administered at the work place. Data analysis is based on the use of percentages, independent sample t test and chi square test to study the differences in attitudes towards gossiping using SPSS version 16.0. Results indicate that the means of the demographic characteristics were significantly different from each other as well as the theme of gossiping as per the demographic differences. The findings help in controlling gossiping behaviour through a policy change in organizations suiting to the demographical characteristics. Future studies should examine the causes of workplace gossiping in organizations and measures to control these behaviours.

Keywords: workplace Gossip, Demographic differences, theme of gossiping, SMEs