A STUDY ON THE INFLUENCE OF GOSSIP ABOUT SUPERVISORS, ON SUPERVISORS' BEHAVIORS: SPECIAL REFERENCE TO THIRUKKOVIL DIVISIONAL SECRETARIAT OFFICE IN AMPARA DISTRICT

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ABSTRACT

Present study aims to study on the influence of gossip about supervisors, on supervisors' behaviors with special reference to Thirukkovil Divisional Secretariat Office in Ampara district. Gossiping is common phenomenon in every organization. Mostly people engage in gossiping, or they are targeted by gossiping at different time in their day-to-day lives. Gossiping get impact positively as well as negatively in workplace. Although the researcher, analyses negative effect of gossiping in workplace.

In this research, researcher divided supervisors' behavior and the mediating variable employees' reaction with two dimensions. Supervisors' behavior dimensions are supervisor directed helping and supervisor directed avoidance. And also, dimensions of employees' reactions are shame and fear. In these concepts the main objective of this study is to understand how the gossip about supervisor influence on supervisors' behaviors like supervisor directed helping and supervisor directed avoidance through the mediating variable of employees' emotions of shame and fear. The findings shows gossip about supervisor has influence on supervisors' behavior through the employees' reaction.

The study was conducted based on the quantitative study. The data were collected by questionnaire, five point Likert scale was assigned to measure the variables. The collected data were analyzed by using univariate, bivariate and multivariate technique in a computer based SPSS 25th version software.

The finding shows gossip about supervisor negatively influence supervisor directed helping and positively influence on supervisor directed avoidance. And also gossip about supervisor positively influence on mediating variable employees' reactions. Although mediating variable employees' reaction with the dimensions shame and fear negatively influence the dependent variable supervisors' behaviors. Independent variable gossip about supervisor gets influence in both dependent variable and independent variable.

Keywords: Gossip, Shame, Fear, Employees' reactions, Supervisor directed helping, Supervisor directed avoidance, Supervisors' behavior

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