

READING REPORT



Article Summary Sheet

TITLE Toxic Behaviors in Workplace: Examining the Effects of the Demographic Factors on Faculty Members' Perceptions of Organizational Toxicity

AUTHOR(S) Gamze Kasalak

ABSTRACT

- The study investigates organizational toxicity in universities.
- It examines how demographic variables influence faculty perceptions of toxic workplace behaviors.
- Data from 707 academics were analyzed using survey methods.
- Findings reveal varying levels of perceived toxicity and significant differences based on demographic characteristics.

METHOD

Quantitative, relational survey research

RESULTS

- Perceptions of organizational toxicity are low (mean = 2.56/5), indicating rare to occasional toxic behaviors.
- Aggressive behaviors are the most toxic (mean = 2.68), while narcissistic (mean = 2.46) and rigid behaviors (mean = 2.50) are the least.
- Gender differences appear in rigid behaviors: women (mean = 2.58) report higher than men (mean = 2.45).
- Significant differences in unethical behaviors are observed among academic titles, with higher scores for professors and research assistants compared to assistant professors.
- All academic fields show significant differences, with social and humanities sciences scoring higher than physical sciences.
- Seniority affects narcissistic behaviors; those with 6-10 years of service score higher than those with 2 years or less.

DISCUSSION AND LIMITS

- Toxic behaviors exist in academic environments and affect workplace climate.
- Perceptions of toxicity vary depending on demographic characteristics and professional position.
- Understanding toxicity can help improve organizational climate and leadership practices in universities.