



ABSTRACT

In this paper, we study the relationship between performance approach goals and spread of negative gossip, moderated by power of the gossiper relative to the target of the gossip. Organization is seen as a political web in which the members are willing to use influence and political maneuver in order to achieve their individual goals. Performance approach goals are likely to generate negative traits such as anxiety and jealousy of others' performance. Power is used as moderator because organization members in possession of high power are more likely to be willing to maintain and reinforce their power through any plausible strategy. Thus, we conduct an analysis of performance approach, power and spread of negative gossip to see the relation between those variables. Although the results are insignificant, this paper gives information regarding the motives of spreading gossip in the workplace. Furthermore, this paper is useful for human resource management practitioner in order to better understand the daily ubiquitous phenomenon of gossip in the workplace.

Keywords: Performance approach, Goals, Gossip, Power.