

DAFTAR PUSTAKA

- A.M Siti Khadijah, N Kamaluddin, & A.S.A.P Salin. (2015). *Islamic Work Ethics* (IWE) Practice among Employees of Banking Sectors Academy of Contemporary Islamic Studies (ACIS) and Accounting Research Institute (ARI), Academy of Contemporary Islamic Studies (ACIS),. *Middle East Journal of Scientific Research*, 23(5), 924–931.
<https://doi.org/10.5829/idosi.mejsr.2015.23.05.22173>
- Abdul Latiff, N. (2021). The Effect of Workplace Spirituality on Employee Performance. *Issues and Perspectives in Business and Social Sciences*, 1(1), 22–27. <https://doi.org/10.33093/ibpss.2021.1.3>
- Aboramadan, M., Turkmenoglu, M. A., Dahleez, K. A., & Cicek, B. (2021). Narcissistic leadership and behavioral cynicism in the hotel industry: the role of employee silence and negative workplace gossiping. *International Journal of Contemporary Hospitality Management*, 33(2), 428–447.
<https://doi.org/10.1108/IJCHM-04-2020-0348>
- AFLAH, K. N., SUHARNOMO, S., MAS'UD, F., & MURSID, A. (2021). *Islamic Work Ethics* and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *Journal of Asian Finance, Economics and Business*, 8(1), 997–1007.
<https://doi.org/10.13106/jafeb.2021.vol8.no1.997>
- Aini, Q. (2020). Analysis of the Effect of Islamic Leadership on Islamic Motivation

and Performance of Employees Both Directly or Indirectly Through *Islamic Work Ethics*. *Journal of Political Science and Leadership Research*, 6(1), 1–14. www.iiardpub.org

Akca, M. (2017). *The Impact of Toxic Leadership on Intention to Leave of Employees*. November.

Al Zaabi, H. H., Abu Elanain, H. M., & Ajmal, M. M. (2018). Impact of toxic leadership on work outcomes: an empirical study of public banks in the UAE. *International Journal of Public Sector Performance Management*, 4(3), 373. <https://doi.org/10.1504/ijpspm.2018.10014365>

Albashiti, B., Hamid, Z., & Aboramadan, M. (2021). Fire in the belly: the impact of despotic leadership on employees work-related outcomes in the hospitality setting. *International Journal of Contemporary Hospitality Management*, 33(10), 3564–3584. <https://doi.org/10.1108/IJCHM-03-2021-0394>

Alwi, I. (2012). Kriteria Empirik Dalam Menentukan Ukuran Sampel. *Jurnal Formatif*, 2(2), 140–148.

Annisa, N. N., Esterina, M., Amallia, F., & Cahyani, R. R. (2022). the Influence of Human Relations and Islamic Work Ethic on Employee Performance At Lazismu Purworejo Region. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 6(1), 856. <https://doi.org/10.29040/ijebar.v6i1.4517>

Asha'ari*, M. J., & Daud, S. (2018). *Sustainable Transport And Corporate Sustainability Performance: Mediating Role Of Islamic Work Ethics*. July,

530–540. <https://doi.org/10.15405/epsbs.2018.07.02.57>

Bai, Y., Wang, J., Chen, T., & Li, F. (2020). Learning from supervisor negative gossip: The reflective learning process and performance outcome of employee receivers. *Human Relations*, 73(12), 1689–1717.
<https://doi.org/10.1177/0018726719866250>

Bakkal, E., Serener, B., & Myrvang, N. A. (2019). Toxic leadership and turnover intention: Mediating role of job satisfaction. *Revista de Cercetare si Interventie Sociala*, 66, 88–102. <https://doi.org/10.33788/rcis.66.6>

Behery, M., Al-Nasser, A. D., Jabeen, F., & El Rawas, A. S. (2018). Toxic leadership and organizational citizenship behavior: A mediation effect of followers' trust and commitment in the middle east. *International Journal of Business and Society*, 19(3), 793–815.

Chaudhary, A., Islam, T., Ali, H. F., & Jamil, S. (2023). Can paternalistic leaders enhance knowledge sharing? The roles of organizational commitment and *Islamic Work Ethics*. *Global Knowledge, Memory and Communication*, 72(1–2), 98–118. <https://doi.org/10.1108/GKMC-06-2021-0109>

Chupradit, S., Jasiyah, R., Alazzawi, F. J. I., Zaroni, A. N., Norvadewi, N., Mahmudiono, T., Sabit, S. H., Suksatan, W., & Bykanova, O. (2022). The impact of *Islamic Work Ethics* on organisational culture among Muslim staff. *HTS Teologiese Studies / Theological Studies*, 78(4), 1–6.
<https://doi.org/10.4102/hts.v78i4.7332>

Cui, Z. (2020). The relationship between negative workplace gossip and

organizational citizenship behavior: An explanation from social exchange theory. *Clausiuspress.Com*, *Icssem.*
<http://clausiuspress.com/conferences/LNEMSS/ICSSEM>
2020/ICSSEM2020041.pdf

Endrian, I. M., Silvianita, A., & Karyawan, K. (2021). *PENGARUH KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PT MITRA LESTARI SEJATI*
EFFECT OF WORK SATISFACTION ON PT MITRA LESTARI SEJATI EMPLOYEE 'S. 8(2), 1218–1225.

Filatrovi, E. W., Kurniawati, N. I., & ... (2021). Mengelola Kinerja Karyawan Bank Syariah Di Masa Pandemi Covid-19 Melalui *Islamic Work Ethics*. *Jurnal Ilmiah Ekonomi* ..., 7(02). <http://www.jurnal.stie-aas.ac.id/index.php/jei/article/view/2744>

GOKKAYA, H., GUNSEL, A., & KILIÇ, M. (2020). the Consequences of Toxic Leadership on Foci of Commitment. *Journal of Global Strategic Management*, 14(2), 29–37. <https://doi.org/10.20460/jgsm.2021.291>

Harinoto, Sanusi, A., & Bogetriatmanto. (2018). Organizational culture and work commitment mediate the Islamic work ethos on employee performance. *Academy of Strategic Management Journal*, 17(5), 1–8.

Hattab, S., Wirawan, H., Salam, R., Daswati, D., & Niswaty, R. (2022). The effect of toxic leadership on turnover intention and counterproductive work behaviour in Indonesia public organisations. *International Journal of Public Sector Management*, 35(3), 317–333. <https://doi.org/10.1108/IJPSM-06-2021-0242>

2021-0142

Hidayat, S., Agustang, A., & Pertiwi, N. (2022). The Effect of Land Use and Traffic Performance on Urban Air Quality in the Maminasata Peri-Urban Area. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 5(1), 2918–2932.
<https://doi.org/10.33258/birci.v5i1.3921>

Ibrahim, A., & Kamri, N. 'Azzah. (2013). Measuring the *Islamic Work Ethics*: An Alternative Approach. *International Convention on Islamic Management, November 2013*, 135–163. <https://doi.org/10.13140/RG.2.1.2768.0725>

Khan, A. G., Li, Y., Akram, Z., & Akram, U. (2022). Why and how targets' negative workplace gossip exhort knowledge hiding? Shedding light on organizational justice. *Journal of Knowledge Management, August*.
<https://doi.org/10.1108/JKM-12-2020-0930>

Khan, M. R., Khan, H., Jan, S. A., Javad, A., & Khattak, A. U. (2021). Mediating Effects of Employee Commitment in Relationship Between Toxic Leadership and Employees' Performance. *Humanities & Social Sciences Reviews*, 9(4), 56–64. <https://doi.org/10.18510/hssr.2021.949>

Kong, M. (2018). Effect of perceived negative workplace gossip on employees' behaviors. *Frontiers in Psychology*, 9(JUN), 1–12.
<https://doi.org/10.3389/fpsyg.2018.01112>

Kundariyah, S., Tjahjono, H. K., Aini, Q., & Setyonugroho, W. (2021). Employee Performance Measurements at 'Aisyiyah Klaten Hospital using the Human

- Resources Scorecard approach. *Disease Prevention and Public Health Journal*, 16(1), 47–54. <https://doi.org/10.12928/dpphj.v16i1.4585>
- Lee, H.-M., Chou, M.-J., & Wu, H.-T. (2016). Effect of workplace negative gossip on preschool teachers' job performance: Coping strategies as moderating variable. *International Journal of Academic Research and Reflection*, 4(6), 1–13.
- Liu, T., Liu, L., Cafferkey, K., & Jia, Y. (2022). Assessing the impact of negative workplace gossip on family satisfaction: Evidence from employees in China. *Current Psychology, September*. <https://doi.org/10.1007/s12144-022-03241-5>
- Mohamed, L. A. (2013). Abstract Strategies to Resolve Toxic Leadership Styles Which Impede Employee Innovation. *IE Business School*.
- Naeem, F., & Khurram, S. (2020). Influence of toxic leadership on turnover intention: The mediating role of psychological wellbeing and employee engagement. *Pakistan Journal of Commerce and Social Science*, 14(3), 682–713.
- Nurfahmiyati, Assyofa, A. R., Iswati, S., & Maliki, Z. (2021). The Effect of *Islamic Work Ethics* Indicators on Employees Performance Study at BPRS AR. *Jurnal Manajemen dan Bisnis*, 18(1), 29–42.
- Nurfaizi, M. I., & Muafi, M. (2022). The impact of *Islamic Work Ethics* and transformational leadership on job performance with mediating role of intrinsic motivation. *International Journal of Research in Business and Social Science* (2147-4478), 11(3), 120–129.

<https://doi.org/10.20525/ijrbs.v11i3.1779>

Öngel, G. (2022). *behavioral sciences Examining Nurses ' Vengeful Behaviors : The Effects of Toxic Leadership and Psychological Well-Being.*

Paltu, A., & Brouwers, M. (2020). Toxic leadership: Effects on job satisfaction, commitment, turnover intention and organisational culture within the South African manufacturing industry. *SA Journal of Human Resource Management*, 18, 1–11. <https://doi.org/10.4102/sajhrm.v18i0.1338>

Pawirosumarto, S., Sarjana, P. K., & Muchtar, M. (2017). Factors affecting employee performance of PT.Kiyokuni Indonesia. *International Journal of Law and Management*, 59(4), 602–614. <https://doi.org/10.1108/IJLMA-03-2016-0031>

Pol, V. Der. (2020). *Sy Ce S an Dv Ol Og En Ce Dv an Ce S Sy Ch Ol Og 健康跨期决策的领域特异性 En Ce.* 28(11), 1926–1938.

Reyhanoglu, M., & Akin, O. (2022). Impact of toxic leadership on the intention to leave: a research on permanent and contracted hospital employees. *Journal of Economic and Administrative Sciences*, 38(1), 156–177. <https://doi.org/10.1108/jeas-05-2020-0076>

Rizani, M., Kurniaty, K., Widyanti, R., Shaddiq, S., & Yahya, M. Y. D. (2022). Effect of the Toxic Leadership on Organizational Performance With Workplace Deviant Behavior of Employees As Mediation. *Strategic Management Business Journal*, 2(01), 26–38.

<https://doi.org/10.55751/smbj.v2i01.28>

Sa'adah, N., & Rijanti, T. (2022). The Role of Knowledge Sharing , Leader-Member Exchange (LMX) on Organizational Citizenship Behavior and Employee Performance : An Empirical Study on Public Health Center of Pati 1, Pati 2 and Trangkil in Central Java. *International Journal of Social and Management Studies*, 3(1), 112–131.

<https://www.ijosmas.org/index.php/ijosmas/article/view/87>

Salahudin, S. N. bin, Baharuddin, S. S. binti, Abdullah, M. S., & Osman, A. (2016). The Effect of *Islamic Work Ethics* on Organizational Commitment. *Procedia Economics and Finance*, 35(December), 582–590.

[https://doi.org/10.1016/s2212-5671\(16\)00071-x](https://doi.org/10.1016/s2212-5671(16)00071-x)

Saputra, F., & Mahaputra, M. R. (2022). Effect of Job Satisfaction , Employee Loyalty and Employee Commitment on Leadership Style (Human Resource Literature Study). *Dinasti International Journal of Management Science*, 3(4), 762–772.

Saqib, A., & Arif, M. (2017). Employee silence as mediator in the relationship between toxic leadership behavior and organizational learning. *Journal of Managerial Sciences*, 11(3), 83–104.

Sarwar, G., Cavaliere, L. P. L., Ammar, K., & Afzal, F. U. (2021). The impact of servant leadership on employee performance. *International Journal of Management (IJM)*, 12(5), 165–173.

<https://doi.org/10.17051/ilkonline.2021.03.249>

Semedo, C. S., Salvador, A., Dos Santos, N. R., Pais, L., & Mónico, L. (2022).

Toxic Leadership and Empowering Leadership: Relations with Work

Motivation. *Psychology Research and Behavior Management*, 15, 1885–1900.

<https://doi.org/10.2147/PRBM.S340863>

Shafique, et al. (2015). The Influence of *Islamic Work Ethics* on Job Satisfaction

and Organization Commitment. *Journal of Marketing and Consumer*

Research Journal, 14(1999), 23–29.

<http://www.iiste.org/Journals/index.php/JMCR/article/viewFile/24858/25461>

Shafique, I., N. Kalyar, M., & Ahmad, B. (2018). The Nexus of Ethical Leadership,

Job Performance, and Turnover Intention: The Mediating Role of Job

Satisfaction. *Interdisciplinary Description of Complex Systems*, 16(1), 71–87.

<https://doi.org/10.7906/idecs.16.1.5>

Syarif, A. H., Rahmawati, A., & Fasa, M. I. (2019). The Effect of Islamic Work

Ethic and Productivity on Work Quality Through The Employee Performance.

Review of Islamic Economics and Finance, 2(2), 40–52.

<https://doi.org/10.17509/rief.v2i1.22375>

Tanuwijaya, J., & Jakaria, J. (2022). The transformational and toxic leadership

effect on employee retention. *Jurnal Manajemen dan Pemasaran Jasa*, 15(1),

123–134. <https://doi.org/10.25105/jmpj.v15i1.13348>

Tian, Q. tao, Song, Y., Kwan, H. K., & Li, X. (2019). Workplace gossip and

frontline employees' proactive service performance. *Service Industries*

Journal, 39(1), 25–42. <https://doi.org/10.1080/02642069.2018.1435642>

- Walden, U., & Walden, D. (2021). *Universitas Walden*.
- Xie, J., Huang, Q., Wang, H., & Shen, M. (2019). Coping with negative workplace gossip: The joint roles of self-monitoring and impression management tactics. *Personality and Individual Differences*, 151, 1–27. <https://doi.org/10.1016/j.paid.2019.06.025>
- Xie, J., Yan, M., Liang, Y., & Huang, Q. (2022). Why and When Negative Workplace Gossip Inhibits Organizational Citizenship Behavior. *Management Communication Quarterly*, 36(4), 710–735. <https://doi.org/10.1177/08933189221095602>
- Yaghi, A., & Yaghi, M. (2021). Evaluating Organizational Hypocrisy within Universities as Toxic Leadership Behavior. *Public Integrity*, 23(4), 385–400. <https://doi.org/10.1080/10999922.2021.1888536>
- Yao, Z., Luo, J., & Zhang, X. (2020). Gossip is a fearful thing: the impact of negative workplace gossip on knowledge hiding. *Journal of Knowledge Management*, 24(7), 1755–1775. <https://doi.org/10.1108/JKM-04-2020-0264>
- Yuli Widyarini, Y., & Muafi, M. (2021). The influence of work-family conflict and Islamic Work Ethics on employee performance. *International Journal of Research in Business and Social Science (2147- 4478)*, 10(3), 177–188. <https://doi.org/10.20525/ijrbs.v10i3.1123>
- Zhou, A., Liu, Y., Su, X., & Xu, H. (2019). Gossip fiercer than a tiger: Effect of workplace negative gossip on targeted employees' innovative behavior. *Social Behavior and Personality*, 47(5). <https://doi.org/10.2224/sbp.5727>

Zia-ud-Din, M., Shabbir, M. A., Asif, S. Bin, Bilal, M., & Raza, M. (2017). Impact of Strategic Leadership on Employee Performance. *International Journal of Academic Research in Business and Social Sciences*, 7(6), 1–10.
<https://doi.org/10.6007/ijarbss/v7-i6/2938>

A.M Siti Khadijah, N Kamaluddin, & A.S.A.P Salin. (2015). *Islamic Work Ethics* (IWE) Practice among Employees of Banking Sectors Academy of Contemporary Islamic Studies (ACIS) and Accounting Research Institute (ARI), Academy of Contemporary Islamic Studies (ACIS)., *Middle East Journal of Scientific Research*, 23(5), 924–931.
<https://doi.org/10.5829/idosi.mejsr.2015.23.05.22173>

Abdul Latiff, N. (2021). The Effect of Workplace Spirituality on Employee Performance. *Issues and Perspectives in Business and Social Sciences*, 1(1), 22–27. <https://doi.org/10.33093/ipbss.2021.1.3>

Aboramadan, M., Turkmenoglu, M. A., Dahleez, K. A., & Cicek, B. (2021). Narcissistic leadership and behavioral cynicism in the hotel industry: the role of employee silence and negative workplace gossiping. *International Journal of Contemporary Hospitality Management*, 33(2), 428–447.
<https://doi.org/10.1108/IJCHM-04-2020-0348>

AFLAH, K. N., SUHARNOMO, S., MAS'UD, F., & MURSID, A. (2021). *Islamic Work Ethics* and Employee Performance: The Role of Islamic Motivation, Affective Commitment, and Job Satisfaction. *Journal of Asian Finance, Economics and Business*, 8(1), 997–1007.

<https://doi.org/10.13106/jafeb.2021.vol8.no1.997>

Aini, Q. (2020). Analysis of the Effect of Islamic Leadership on Islamic Motivation and Performance of Employees Both Directly or Indirectly Through *Islamic Work Ethics*. *Journal of Political Science and Leadership Research*, 6(1), 1–14. www.iiardpub.org

Akca, M. (2017). *The Impact of Toxic Leadership on Intention to Leave of Employees*. November.

Al Zaabi, H. H., Abu Elanain, H. M., & Ajmal, M. M. (2018). Impact of toxic leadership on work outcomes: an empirical study of public banks in the UAE. *International Journal of Public Sector Performance Management*, 4(3), 373. <https://doi.org/10.1504/IJPSM.2018.10014365>

Albashiti, B., Hamid, Z., & Aboramadan, M. (2021). Fire in the belly: the impact of despotic leadership on employees work-related outcomes in the hospitality setting. *International Journal of Contemporary Hospitality Management*, 33(10), 3564–3584. <https://doi.org/10.1108/IJCHM-03-2021-0394>

Alwi, I. (2012). Kriteria Empirik Dalam Menentukan Ukuran Sampel. *Jurnal Formatif*, 2(2), 140–148.

Annisa, N. N., Esterina, M., Amallia, F., & Cahyani, R. R. (2022). the Influence of Human Relations and Islamic Work Ethic on Employee Performance At Lazismu Purworejo Region. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 6(1), 856. <https://doi.org/10.29040/ijebar.v6i1.4517>

Asha'ari*, M. J., & Daud, S. (2018). *Sustainable Transport And Corporate Sustainability Performance: Mediating Role Of Islamic Work Ethics*. *July*, 530–540. <https://doi.org/10.15405/epsbs.2018.07.02.57>

Bai, Y., Wang, J., Chen, T., & Li, F. (2020). Learning from supervisor negative gossip: The reflective learning process and performance outcome of employee receivers. *Human Relations*, 73(12), 1689–1717. <https://doi.org/10.1177/0018726719866250>

Bakkal, E., Serener, B., & Myrvang, N. A. (2019). Toxic leadership and turnover intention: Mediating role of job satisfaction. *Revista de Cercetare si Interventie Sociala*, 66, 88–102. <https://doi.org/10.33788/rcis.66.6>

Behery, M., Al-Nasser, A. D., Jabeen, F., & El Rawas, A. S. (2018). Toxic leadership and organizational citizenship behavior: A mediation effect of followers' trust and commitment in the middle east. *International Journal of Business and Society*, 19(3), 793–815.

Chaudhary, A., Islam, T., Ali, H. F., & Jamil, S. (2023). Can paternalistic leaders enhance knowledge sharing? The roles of organizational commitment and *Islamic Work Ethics*. *Global Knowledge, Memory and Communication*, 72(1–2), 98–118. <https://doi.org/10.1108/GKMC-06-2021-0109>

Chupradit, S., Jasiyah, R., Alazzawi, F. J. I., Zaroni, A. N., Norvadewi, N., Mahmudiono, T., Sabit, S. H., Suksatan, W., & Bykanova, O. (2022). The impact of *Islamic Work Ethics* on organisational culture among Muslim staff. *HTS Teologiese Studies / Theological Studies*, 78(4), 1–6.

<https://doi.org/10.4102/hts.v78i4.7332>

Cui, Z. (2020). The relationship between negative workplace gossip and organizational citizenship behavior: An explanation from social exchange theory. *Claudiuspress.Com, Icssem.*

<http://claudiuspress.com/conferences/LNEMSS/ICSSEM>

2020/ICSSEM2020041.pdf

Endrian, I. M., Silvianita, A., & Karyawan, K. (2021). *PENGARUH KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PT MITRA LESTARI SEJATI* *EFFECT OF WORK SATISFACTION ON PT MITRA LESTARI SEJATI* *EMPLOYEE 'S.* 8(2), 1218–1225.

Filatrovi, E. W., Kurniawati, N. I., & ... (2021). Mengelola Kinerja Karyawan Bank Syariah Di Masa Pandemi Covid-19 Melalui *Islamic Work Ethics*. *Jurnal Ilmiah Ekonomi* ..., 7(02). <http://www.jurnal.stie-aas.ac.id/index.php/jei/article/view/2744>

GOKKAYA, H., GUNSEL, A., & KILIÇ, M. (2020). the Consequences of Toxic Leadership on Foci of Commitment. *Journal of Global Strategic Management*, 14(2), 29–37. <https://doi.org/10.20460/jgsm.2021.291>

Harinoto, Sanusi, A., & Bogetriatmanto. (2018). Organizational culture and work commitment mediate the Islamic work ethos on employee performance. *Academy of Strategic Management Journal*, 17(5), 1–8.

Hattab, S., Wirawan, H., Salam, R., Daswati, D., & Niswaty, R. (2022). The effect of toxic leadership on turnover intention and counterproductive work

- behaviour in Indonesia public organisations. *International Journal of Public Sector Management*, 35(3), 317–333. <https://doi.org/10.1108/IJPSM-06-2021-0142>
- Hidayat, S., Agustang, A., & Pertiwi, N. (2022). The Effect of Land Use and Traffic Performance on Urban Air Quality in the Maminasata Peri-Urban Area. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 5(1), 2918–2932. <https://doi.org/10.33258/birci.v5i1.3921>
- Ibrahim, A., & Kamri, N. ’Azzah. (2013). Measuring the *Islamic Work Ethics*: An Alternative Approach. *International Convention on Islamic Management, November 2013*, 135–163. <https://doi.org/10.13140/RG.2.1.2768.0725>
- Khan, A. G., Li, Y., Akram, Z., & Akram, U. (2022). Why and how targets' negative workplace gossip exhort knowledge hiding? Shedding light on organizational justice. *Journal of Knowledge Management, August*. <https://doi.org/10.1108/JKM-12-2020-0930>
- Khan, M. R., Khan, H., Jan, S. A., Javad, A., & Khattak, A. U. (2021). Mediating Effects of Employee Commitment in Relationship Between Toxic Leadership and Employees' Performance. *Humanities & Social Sciences Reviews*, 9(4), 56–64. <https://doi.org/10.18510/hssr.2021.949>
- Kong, M. (2018). Effect of perceived negative workplace gossip on employees' behaviors. *Frontiers in Psychology*, 9(JUN), 1–12. <https://doi.org/10.3389/fpsyg.2018.01112>

Kundariyah, S., Tjahjono, H. K., Aini, Q., & Setyonugroho, W. (2021). Employee Performance Measurements at ‘Aisyiyah Klaten Hospital using the Human Resources Scorecard approach. *Disease Prevention and Public Health Journal*, 16(1), 47–54. <https://doi.org/10.12928/dpphj.v16i1.4585>

Lee, H.-M., Chou, M.-J., & Wu, H.-T. (2016). Effect of workplace negative gossip on preschool teachers’ job performance: Coping strategies as moderating variable. *International Journal of Academic Research and Reflection*, 4(6), 1–13.

Liu, T., Liu, L., Cafferkey, K., & Jia, Y. (2022). Assessing the impact of negative workplace gossip on family satisfaction: Evidence from employees in China. *Current Psychology, September*. <https://doi.org/10.1007/s12144-022-03241-5>

Mohamed, L. A. (2013). Abstract Strategies to Resolve Toxic Leadership Styles Which Impede Employee Innovation. *IE Business School*.

Naeem, F., & Khurram, S. (2020). Influence of toxic leadership on turnover intention: The mediating role of psychological wellbeing and employee engagement. *Pakistan Journal of Commerce and Social Science*, 14(3), 682–713.

Nurfahmiyati, Assyofa, A. R., Iswati, S., & Maliki, Z. (2021). The Effect of *Islamic Work Ethics* Indicators on Employees Performance Study at BPRS AR. *Jurnal Manajemen dan Bisnis*, 18(1), 29–42.

Nurfaizi, M. I., & Muafi, M. (2022). The impact of *Islamic Work Ethics* and transformational leadership on job performance with mediating role of

intrinsic motivation. *International Journal of Research in Business and Social Science* (2147- 4478), 11(3), 120–129.
<https://doi.org/10.20525/ijrbs.v11i3.1779>

Öngel, G. (2022). *behavioral sciences Examining Nurses ' Vengeful Behaviors : The Effects of Toxic Leadership and Psychological Well-Being.*

Paltu, A., & Brouwers, M. (2020). Toxic leadership: Effects on job satisfaction, commitment, turnover intention and organisational culture within the South African manufacturing industry. *SA Journal of Human Resource Management*, 18, 1–11. <https://doi.org/10.4102/sajhrm.v18i0.1338>

Pawirosumarto, S., Sarjana, P. K., & Muchtar, M. (2017). Factors affecting employee performance of PT.Kiyokuni Indonesia. *International Journal of Law and Management*, 59(4), 602–614. <https://doi.org/10.1108/IJLMA-03-2016-0031>

Pol, V. Der. (2020). *Sy Ce S an Dv Ol Og En Ce Dv an Ce S Sy Ch Ol Og 健康跨期决策的领域特异性 En Ce.* 28(11), 1926–1938.

Reyhanoglu, M., & Akin, O. (2022). Impact of toxic leadership on the intention to leave: a research on permanent and contracted hospital employees. *Journal of Economic and Administrative Sciences*, 38(1), 156–177.
<https://doi.org/10.1108/jeas-05-2020-0076>

Rizani, M., Kurniaty, K., Widyanti, R., Shaddiq, S., & Yahya, M. Y. D. (2022). Effect of the Toxic Leadership on Organizational Performance With

- Workplace Deviant Behavior of Employees As Mediation. *Strategic Management Business Journal*, 2(01), 26–38.
<https://doi.org/10.55751/smbj.v2i01.28>
- Sa'adah, N., & Rijanti, T. (2022). The Role of Knowledge Sharing , Leader-Member Exchange (LMX) on Organizational Citizenship Behavior and Employee Performance : An Empirical Study on Public Health Center of Pati 1, Pati 2 and Trangkil in Central Java. *International Journal of Social and Management Studies*, 3(1), 112–131.
<https://www.ijosmas.org/index.php/ijosmas/article/view/87>
- Salahudin, S. N. bin, Baharuddin, S. S. binti, Abdullah, M. S., & Osman, A. (2016). The Effect of *Islamic Work Ethics* on Organizational Commitment. *Procedia Economics and Finance*, 35(December), 582–590.
[https://doi.org/10.1016/s2212-5671\(16\)00071-x](https://doi.org/10.1016/s2212-5671(16)00071-x)
- Saputra, F., & Mahaputra, M. R. (2022). Effect of Job Satisfaction , Employee Loyalty and Employee Commitment on Leadership Style (Human Resource Literature Study). *Dinasti International Journal of Management Science*, 3(4), 762–772.
- Saqib, A., & Arif, M. (2017). Employee silence as mediator in the relationship between toxic leadership behavior and organizational learning. *Journal of Managerial Sciences*, 11(3), 83–104.
- Sarwar, G., Cavaliere, L. P. L., Ammar, K., & Afzal, F. U. (2021). The impact of servant leadership on employee performance. *International Journal of*

Management (IJM), 12(5), 165–173.

<https://doi.org/10.17051/ilkonline.2021.03.249>

Semedo, C. S., Salvador, A., Dos Santos, N. R., Pais, L., & Mónico, L. (2022).

Toxic Leadership and Empowering Leadership: Relations with Work Motivation. *Psychology Research and Behavior Management*, 15, 1885–1900.

<https://doi.org/10.2147/PRBM.S340863>

Shafique, et al. (2015). The Influence of *Islamic Work Ethics* on Job Satisfaction and Organization Commitment. *Journal of Marketing and Consumer Research Journal*, 14(1999), 23–29.

<http://www.iiste.org/Journals/index.php/JMCR/article/viewFile/24858/25461>

Shafique, I., N. Kalyar, M., & Ahmad, B. (2018). The Nexus of Ethical Leadership, Job Performance, and Turnover Intention: The Mediating Role of Job Satisfaction. *Interdisciplinary Description of Complex Systems*, 16(1), 71–87.

<https://doi.org/10.7906/indecs.16.1.5>

Syarif, A. H., Rahmawati, A., & Fasa, M. I. (2019). The Effect of Islamic Work Ethic and Productivity on Work Quality Through The Employee Performance. *Review of Islamic Economics and Finance*, 2(2), 40–52.

<https://doi.org/10.17509/rief.v2i1.22375>

Tanuwijaya, J., & Jakaria, J. (2022). The transformational and toxic leadership effect on employee retention. *Jurnal Manajemen dan Pemasaran Jasa*, 15(1), 123–134. <https://doi.org/10.25105/jmpj.v15i1.13348>

Tian, Q. tao, Song, Y., Kwan, H. K., & Li, X. (2019). Workplace gossip and

- frontline employees' proactive service performance. *Service Industries Journal*, 39(1), 25–42. <https://doi.org/10.1080/02642069.2018.1435642>
- Walden, U., & Walden, D. (2021). *Universitas Walden*.
- Xie, J., Huang, Q., Wang, H., & Shen, M. (2019). Coping with negative workplace gossip: The joint roles of self-monitoring and impression management tactics. *Personality and Individual Differences*, 151, 1–27. <https://doi.org/10.1016/j.paid.2019.06.025>
- Xie, J., Yan, M., Liang, Y., & Huang, Q. (2022). Why and When Negative Workplace Gossip Inhibits Organizational Citizenship Behavior. *Management Communication Quarterly*, 36(4), 710–735. <https://doi.org/10.1177/08933189221095602>
- Yaghi, A., & Yaghi, M. (2021). Evaluating Organizational Hypocrisy within Universities as Toxic Leadership Behavior. *Public Integrity*, 23(4), 385–400. <https://doi.org/10.1080/10999922.2021.1888536>
- Yao, Z., Luo, J., & Zhang, X. (2020). Gossip is a fearful thing: the impact of negative workplace gossip on knowledge hiding. *Journal of Knowledge Management*, 24(7), 1755–1775. <https://doi.org/10.1108/JKM-04-2020-0264>
- Yuli Widyarini, Y., & Muafi, M. (2021). The influence of work-family conflict and Islamic Work Ethics on employee performance. *International Journal of Research in Business and Social Science (2147- 4478)*, 10(3), 177–188. <https://doi.org/10.20525/ijrbs.v10i3.1123>

Zhou, A., Liu, Y., Su, X., & Xu, H. (2019). Gossip fiercer than a tiger: Effect of workplace negative gossip on targeted employees' innovative behavior. *Social Behavior and Personality*, 47(5). <https://doi.org/10.2224/sbp.5727>

Zia-ud-Din, M., Shabbir, M. A., Asif, S. Bin, Bilal, M., & Raza, M. (2017). Impact of Strategic Leadership on Employee Performance. *International Journal of Academic Research in Business and Social Sciences*, 7(6), 1–10. <https://doi.org/10.6007/ijarbss/v7-i6/2938>

