

FPP BizNewz

Jan - May 2023

MANAGEMENT • INVESTMENT • ECONOMICS • ENTREPRENEURSHIP • TECHNOLOGY

BUKIT MERAH
"THE RED FOREST"
PERMATA TERSEMBUNYI DI JERANTUT

TOXIC FRIENDSHIP
WHEN IT'S TIME TO LET GO

GRADUATES
WHO ARE THE URBAN POOR

ARROWS OF THE FAITHFUL
THE IMPORTANCE OF ARCHERY IN ISLAM

TWIN-TO-TWIN TRANSFUSION SYNDROME (TTTS)



Publication Date
1 June 2023

TIPS FOR MANAGING A TOXIC WORKPLACE ENVIRONMENT

TIPS FOR MANAGING A TOXIC WORKPLACE ENVIRONMENT

By:

Nur Shafini Mohd Said, Nur Dalila Adenan, Suhaily Maizan Abdul Manaf, and Wan Mardiana Wan Musa
Faculty of Business and Management,
Universiti Teknologi MARA Cawangan Terengganu, Terengganu

Corresponding Author: nurshafini@uitm.edu.my

The term 'toxic workplace environment' refers to a treatment of people in a cruel and frequently violent manner, endangering their safety and health (Rasool et al., 2020). The effects of a toxic workplace environment may be felt throughout every



organisation, but there are a few employees who are willing to lodge formal complaints against such behaviour for a variety of personal reasons. In addition, a toxic work environment will harm employee performance and lead to work outcomes, which is more likely to be experienced by junior employees.

A toxic workplace environment in organisations has been demonstrated to have a detrimental impact on employee engagement, and such an atmosphere is a considerable hindrance to employee motivation and engagement (Samma et al., 2020). Moreover, a highly toxic work environment also affects employees' mental and physical conditions, which generate stress that makes them unable to concentrate on their work and reduces their productivity and affect the success of their projects.

Tips for dealing with a toxic workplace environment:

- 1. The negativity at your work is not your fault,** so, always keep that in mind. There are some things you can do to assist.
- 2. Taking a lunch break away from the office:** Make sure to take a lunch break away from the office. If you can, sit outside.
- 3. Creating boundaries:** Refuse to be bullied into missing your lunch break or working unpaid overtime. Inform your employer that you require rest and downtime in order to perform at your best.
- 4. Avoiding from getting drawn into any controversies or rumours:** Try to distance yourself from them. Nothing good will result from them.
- 5. Maintaining a goal-focused attitude:** Try to maintain an optimistic outlook. You will not stay in this place forever, and

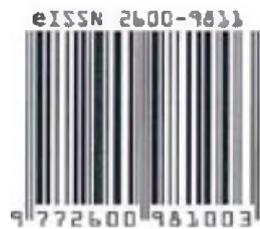
you have better things waiting for you.

- 6. Using routine stress-reduction strategies:** Try meditation or regular exercise to manage your chronic tension.
- 7. Maintaining close relationships with a few reliable coworkers:** Maintaining a small group of colleagues will allow you to trust in and support one another.

Every organisation depends on its employees. Due to the fast changes in today's corporate world, it is highly essential to consider the employees' well-being and keep their stress levels minimised. Providing a secure workplace for workers is advantageous to the company.

“
Avoiding
from getting
drawn into any
controversies or
rumours





BizNewz 2023
Faculty of Business and Management
Universiti Teknologi MARA Cawangan Terengganu, Kampus Dungun
Sura Hujung, 23000 Dungun, Terengganu, MALAYSIA
Tel: +609-8400400
Fax: +609-8403777
Email: biznewzuitm@gmail.com