

# ORGANIZATIONAL CYNICISM AND EMPLOYEE TURNOVER INTENTION

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**What is organizational cynicism theory?** Organizational cynicism is defined as “a negative attitude toward one's employing organization, comprising three dimensions: (1) a belief that the organization lacks integrity; (2) negative affect toward the organization; and (3) tendencies to disparaging and critical behavior toward the organization that are ...

**What factors can trigger turnover intention in employees?** Factors that trigger turnover intentions include aspects of work, job satisfaction, work stress, age, education level, work culture, work pressure, workload, marital status and job insecurity.

**When and why organizational cynicism leads to CWBs?** Organizational cynics essentially mistrust the organization and believe that the organization will find ways to take advantage of its employees when it can (Kanter and Mirvis, 1989). This kind of distrust can create emotional exhaustion (Johnson and O'Leary- Kelly, 2003), which, in turn, can lead to CWBs.

**What is employee turnover intention?** 'Turnover intention' refers to an employee's willingness or intention to voluntarily quit their job or leave a company. While employee turnover refers to the total number of employees leaving an organization, turnover intention tells us how many employees intended to leave.

**What are the 4 pillars of organizational theory?** Moreover, classical organization theory is based on four key pillars. They include division of labor, the scalar and functional processes, structure, and span of control.

**What is employee cynicism?** In organizational cynicism, employees exhibit negative attitudes and behaviors such as resentment, anger, and disbelief towards their organizations. In this context, this study focuses on studying cynicism, which is considered a negative employee behavior, in terms of tourism businesses.

**What is the root cause of high staff turnover?**

**What is the predictor of turnover intention?** Situational factors of turnover intention such as organizational justice, perceived organizational support, supervisory support, organizational culture and leadership style.

**What are the two major influences on high employee turnover?**

**What is the effect of organizational cynicism?** If majority of employees are cynical, there are chances of having more negative outcomes in the organizations. Thus, these employees will show less commitment to organizations. The chances of employee's turnover are quite high with more cynicism since more stress and burnout are associated with organizational cynicism.

**How do you deal with a cynical employee?** Set up a one-on-one to restate your expectations and explore what's driving this behavior — deep, empathetic listening can often assuage cynical feelings. With the employee's input and involvement, make changes to workplace conditions that may be causing the behavior.

**Does job burnout include cynicism?** Cynicism: Cynicism adds to emotional exhaustion. It is recognizing that you are mad at the source of emotional exhaustion. It's a sense of depersonalization where you become cynical about the source of that extreme work-related stress where you think “ I do not want to even be a part of this anymore.”

**What contributes to turnover intentions?** Many variables influence employee turnover intentions [4–6]. Previous studies imply that job satisfaction, work-life balance, trust, and management support are the critical factors that impact employee retention [7–9]. Further, promoting employee well-being leads to decrease employee turnover [10].

**What is the leading cause of employee turnover?** According to Talkspace research, poor compensation is the number one cause of workplace stress and a top reason people are willing to leave a job. Pay reflects value, and if people don't feel worthy in their role, they're more likely to be ready to explore other opportunities.

**What are the indicators of turnover intention?** (Mobley, 2011) stated, there are three indicators used to measure turnover intention, namely: thoughts of quitting, the desire to leave and the desire to find another job.

**What is organizational theory in simple words?** Organizational theory is a discipline that provides insights into how businesses and organizations function, develop and adapt to changes in the external environment. It's an important field of study for managers and leaders who want to optimize their organizational processes, structures and strategies.

**What is a cynical organizational structure?** In the simplest words, organizational cynicism arises when employees lack confidence in their organization and feel that the organization cannot be trusted.

**What is cynicism about organizational change?** Cynicism about organizational change is defined as a construct that has two elements: a pessimistic outlook for successful change and blame placed on "those responsible" for lacking the motivation and/or the ability to effect successful change.

**What is Follett's organizational theory?** Follett's organizational theory focuses on individuals, and the power of autonomy in encouraging employees to work collaboratively. Far earlier than most, Follett drew attention to a people-oriented method of management. Follett came to management theory from an unusual angle.

## **The Geopolitics of Emotion: Reshaping the World**

Dominique Moisi's groundbreaking book, "The Geopolitics of Emotion," explores the profound impact of emotions on international relations. This comprehensive work examines how cultures of fear, humiliation, and hope have shaped the global landscape.

### **1. How do cultures of fear influence foreign policy?**

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Moisi argues that emotions can create both positive and negative consequences in international affairs. Fear, for example, can lead to increased security measures and heightened military spending. However, it can also foster xenophobia, isolationism, and a reluctance to engage with other nations.

## **2. What role does humiliation play in international relations?**

Humiliation is a deeply personal and often devastating emotion that can have serious implications for foreign policy. When nations feel humiliated, they may be more likely to seek revenge and engage in aggressive behavior. Moisi examines historical examples of humiliation, such as the Treaty of Versailles after World War I, and their far-reaching geopolitical consequences.

## **3. How can hope shape international cooperation?**

Hope is an essential emotion for fostering progress and cooperation. When nations believe in a better future, they are more likely to work together to achieve common goals. Moisi argues that hope can inspire diplomacy, promote economic development, and create a sense of unity among disparate peoples.

## **4. What are the implications of the geopolitics of emotion for the 21st century?**

Moisi believes that the geopolitics of emotion will continue to play a significant role in shaping the global order. As nations navigate a complex and interconnected world, emotions will influence their foreign policies, alliances, and responses to crises.

## **5. How can we address the geopolitical challenges posed by emotion?**

Moisi concludes by emphasizing the importance of recognizing and understanding the emotional dimensions of international relations. He calls for leaders and policymakers to consider the emotional impact of their actions and to engage in diplomacy with empathy and respect. Only through a nuanced understanding of the geopolitics of emotion can we hope to build a more stable, peaceful, and just world.

## **Toxicology Exam Questions and Answers**

### **Question 1:**

What is the definition of toxicology?

**Answer:**

Toxicology is the study of the adverse effects of chemicals on living organisms.

**Question 2:**

Name three routes of exposure to toxic substances.

**Answer:**

Inhalation, ingestion, and dermal contact

**Question 3:**

What is the difference between acute and chronic toxicity?

**Answer:**

Acute toxicity refers to the effects of a single, large exposure to a toxin, while chronic toxicity refers to the effects of repeated or prolonged exposure to lower levels of a toxin.

**Question 4:**

Explain the role of metabolism in toxicology.

**Answer:**

Metabolism can activate or detoxify toxic substances. If a substance is metabolized into a more toxic compound, this can increase its toxicity. Conversely, if a substance is metabolized into a less toxic compound, this can reduce its toxicity.

**Question 5:**

What are some common symptoms of toxic exposure?

**Answer:**

Symptoms of toxic exposure can vary depending on the substance, but may include: nausea, vomiting, diarrhea, dizziness, headache, and skin irritation. Severe exposure can lead to organ damage, coma, or even death.

## **Yoga: The Spirit and Practice of Moving into Stillness**

Yoga is an ancient Indian philosophy and practice that aims to cultivate physical, mental, and spiritual well-being. At its core, yoga is about moving into stillness, both literally and figuratively.

### **What is the meaning of yoga?**

The word "yoga" comes from the Sanskrit root "yuj," which means to join or unite. Yoga practices aim to connect the mind, body, and spirit, fostering a sense of inner peace and harmony.

### **How does yoga help us move into stillness?**

Yoga practices involve a combination of physical postures (asanas), breathing exercises (pranayama), and meditation (dhyana). These practices work together to calm the nervous system, reduce stress, and cultivate a sense of presence and awareness.

### **What are the benefits of practicing yoga?**

Regular yoga practice has numerous benefits, including:

- Improved physical health: Increased flexibility, strength, and balance
- Reduced stress and anxiety
- Improved sleep quality
- Enhanced mental clarity and concentration
- Increased self-awareness and self-compassion

### **How can I start practicing yoga?**

There are many ways to start practicing yoga, from attending classes to following online tutorials. It's important to find a teacher or method that resonates with you and

meets your individual needs. Start slowly and gradually increase the intensity and duration of your practice over time.

**Remember:** Yoga is not about achieving perfection or becoming flexible overnight. It's a lifelong journey of self-discovery and growth. Embrace the practice with a spirit of patience, curiosity, and acceptance, and you will reap the benefits of this transformative practice.

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