



# **Does incivility matter? Mediating Role of Workplace Ostracism on the Nexus of Workplace Incivility and Toxic Work Environment: A Nomological Framework**

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## **Abstract**

The happiness and well-being of employees and organizational performance are greatly impacted by workplace incivility and work conditions, which are important subjects in organizational studies. Although academics are becoming increasingly interested in grasping the incivility of employees, much research hasn't been done on the relationship between incivility and toxic work environments, and especially the mediating role of ostracism hasn't been thoroughly examined. This study offers a thorough analysis of the research on the relationship between incivility and toxic workplaces, emphasizing the mediating function of workplace ostracism. A systematic evaluation of the literature using the archival technique was conducted to achieve the review aims. The author carefully examined all of the available material from 2013 to 2024 and included his or her logical conclusions. The review finds that a toxic work environment and workplace incivility are positively correlated, and that ostracism plays a critical mediating role in this relationship. The article is organized to make a connection between theoretical ideas and real-world applications. The main goal is to put forth a nomological network that emphasizes how ostracism functions as a mediator in the connection between incivility and toxic work conditions. The review's conclusions highlight the significance of taking ostracism into account as a key component in comprehending how incivility creates a poisonous work environment. In the end, this research offers a conceptual model to help further our knowledge of these linkages through empirical testing in the future.

**Keywords:** Toxic work environment, Workplace incivility, Workplace Ostracism

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