Almost, J., Wolff, A., Mildon, B., Price, S., Godfrey, C., Robinson, S. … Mercado-Mallari, S. (2015). Positive and negative behaviors in workplace relationships: a scoping review protocol. *BMJ Open*, *5*(2), e007685.

In this article the authors recognize the importance of teamwork among the employees better productivity in the organization. Being able to identify the causes of the positive and negative behaviors is the first step towards providing the solution. In the article a research is conducted addressing the main question “What is known about positive and negative behaviors in workplace relationships?” In the article the authors also point out that workplace negativity results into impaired teamwork, decision making and communication which will eventually result into poor work performance among the employees, increased rates of absenteeism. Being a medical journal, the conclusion is that negativity in the workplace especially healthcare facilities leads to patient safety incidents and also patients harm. The authors also talk about how effective communication and teamwork among members has been known to reduce stress levels, improves the customer’s satisfaction who in this case are the patients and generally increases job satisfaction.

Bagga, G. (2013). Positive steps to end negativity in the workplace. *Human Resource Management International Digest*, *21*(6), 28.

In this article the author points out the effects of workplace negativity which include staff turnover, increased stress levels and disrupts the smooth flow and running of activities in the workplace. The article also refers to workplace negativity sapping energy of the organization by tending to diverts most of the employees attention from work and the end results are low and poor performances which leads to financial losses in the organization. Some of the employees may begin to have a feeling that their contribution in the organizational development is not recognized and rewarded and this may lead to them starting to look for alternative places to work at and this results into loss of labor force. The author also pinpoints that in a negative workplace environment many employees are afraid to bring out the new ideas they have hence will not try out something new and also communication among the employees tends to suffer the most.

Singleton, D. (2012). ENGAGEMENT AND WORKPLACE NEGATIVITY: A SYSTEMATIC APPROACH TO IMPROVEMENT. *Journal of Knowledge & Human Resource Management*, *4*(8).

In this article workplace negativity is identified and also it discusses the steps required to make reduce this negativity and make a friendly workplace for all the employees. Bullying is one of the forms of negativity the article talks about and contrasts it with the other negative interactions and practices observed in different workplaces. The article also recognizes the existence of other workplace negativity practices such as selfishness, slander, pessimism and deceit. There is a step by step method discussed by the author towards the solution of curing this disease in the workplace in order to realize productivity among the affected members. Among the solution for this workplace negativity, the author recommends the development of a problem solving team which include the most affected employees, they will develop a good cause analysis to all the causes of the negativity and an action plan is put in place to minimize the effects.

The Attitude Virus: Curing Negativity at the Workplace. Rupa Shah, Pinky Talati Prabandhan: Indian Journal of Management 2013

This journal addresses the issue of negativity in the workplace as though it was a virus which can lead to fatal ‘ailments’ and therefore seeks appropriate ways to ‘cure’ the virus before it spreads. It generally gives an insight into negativity and incivility or unsociable speech or behavior. The authors bring out the fact that everyone is prone to negativity and its effects including both the employer and employees or anyone in the authoritarian hierarchy from the most powerful to the weakest. The main focus of the article is on finding cures- preventive actions- to curb the negativity virus in the workplace before it spreads and affects the competitiveness of an organization. It also addresses attitude and its direct relation to negativity.

Hazelton, S. (2014). Deal with negativity in the workplace. *Strategic HR Review*, *13*(4/5). doi:10.1108/shr-04-2014-0029

This article, by Suzanne Hazelton is mainly focused on mechanisms of dealing with negativity present in the workplace. The author views negativity as the silent killer of innovation, culture and wellbeing in organizations. She considers negativity as a toxic emotion which can spread very quickly through departments and even the whole organization. The article identifies things that can be done to respond to negativity whenever it is spotted anywhere in an organization. The mechanisms provided can be applied both personally, as a team, department or the whole organization. In this article, it is clearly stated that one of the steps necessary in dealing with negativity is understanding the true meaning of negativity and avoid attributing unconscious conclusions to it. The author identifies and elaborates five substantial responses to negativity and therefore avoid experiencing stress related to it.