

INVESTIGATING WORKPLACE GASLIGHTING

**A THESIS SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE DOCTORAL PROGRAMME IN MANAGEMENT**



INDIAN INSTITUTE OF MANAGEMENT INDORE

BY

Neha Popat

Date: 30 January 2026

Thesis Advisory Committee

Prof. Jatin Pandey (Chairperson)

Prof. Mit Vachhrajani (Member)

Prof. Sanjeev Tripathi (Member)



भारतीय प्रबंध संस्थान इन्दौर
प्रबंध शिखर, राऊ-पीथमपुर रोड, इन्दौर – 453 556 (म.प्र.), भारत
INDIAN INSTITUTE OF MANAGEMENT INDORE
Prabandh Shikhar, Rau-Pithampur Road, Indore - 453 556 (M.P.), India

Institutional Review Board
Indian Institute of Management Indore

Certificate of Approval

Title of the study: Investigating Workplace Gaslighting.

Principal Investigator(s): **Neha Popat**

This is to certify that the above proposal has been reviewed by the Institutional Review Board (IRB) at the Indian Institute of Management Indore (IIM Indore), and it meets the requirements of the IRB. The proposal has been APPROVED on 13/06/2024, with IRB Approval No. **IRB/DPM/13062024/07**.

This approval remains valid for a maximum of three years from the date of approval.

The principal investigator(s) is/are responsible for adhering to the conditions of the approval.

The principal investigator(s) is/are required to submit a completion report to the IRB after the conclusion of the study.

Signed:

Karthikeya Naraparaju
Chair, Research & Publications
Indian Institute of Management Indore

Acknowledgement

This doctoral journey has been far more than an academic pursuit, it has been a path of growth, doubt, resilience, and becoming.

I would first like to express my deepest gratitude to Professor Jatin Pandey, my Thesis Advisory Committee (TAC) Chair, for guiding me throughout this journey. You wore many hats - mentor, guide, friend, and at times, philosopher — patiently answering both my simplest questions and the deeper, existential ones that the PhD path inevitably brings. In you, I found not only an academic guide but a *guru*, whose wisdom and steady presence shaped both this work and my growth through it. I feel deeply fortunate to have had you as my *saarathi*, gently steering me through every challenge and turning point. You gave me the freedom to be both open and assertive, dissolving rigid hierarchies and fostering a space of trust and psychological safety. In doing so, you supported me not only as a scholar, but as a person.

My heartfelt gratitude to my TAC members Professor Sanjeev Tripathi and Professor Mit Vachhrajani, for insightful guidance and support at every stage of this research. Without your support, this journey would not have been so smooth.

My sincere thanks to my Thesis Examination Committee Members Professor Nishit Kumar Sinha, Professor Priya Nair Rajeev, and Professor Upam Pushpak Makhecha for their valuable feedback and constructive comments, which significantly strengthened this thesis.

I would like to thank Professor Kajari Mukherji, Professor Shrihari S Sohani, Professor Ranjeet Nambudiri, Professor Amitabh Deo Kodwani, Professor Nobin Thomas, Professor Srinath Jagannathan, Professor Swati Ghulyani, Professor Ashish Sadh, Professor Manoj Motiani, Professor Vikas Goyal, Professor Raina Chhajer, Professor Surbhi Dayal and all the other faculty members who have taught me during this journey.

I would like to thank the DPM Office for their support and for efficiently facilitating the administrative processes throughout this journey.

My heartfelt thanks to all my participants for their time, courage, and trust in sharing such personal and challenging experiences.

Priyam and Anshul, I am grateful to you for asking the tough and necessary research questions that pushed me to think deeper and strive for better. Beyond academics, you made my doctoral journey enjoyable in campus as well as through shared conference experiences and conversations.

Thank you, Ankur, and Yashika, for your support both on and off campus, and for always being available whenever I needed you. All the chai-time conversations and game-time masti were an added bonus that made this journey more joyful.

Thank you Pritam, Priti, Aishwarya, Akansh, Rimleena, and others for ensuring that PhD life was never lonely. Thank you for patiently listening to my rants, participating in mock presentations, and making the everyday academic grind more bearable.

I would like to express my deepest gratitude to my family - your unwavering support made this journey possible. I hope I made you proud daddy. Thank you mummy for holding everything together, for managing the home through transitions and relocations, and for the comforting meals that made difficult days bearable.

There are not enough words to thank you Nidhi. You have been my steady ground and my safe space through every phase of this journey. You stood beside me not only in celebration, but also in uncertainty and exhaustion. Your presence gave me courage, and your reassurance held me steady when the road felt overwhelming. This thesis carries your imprint in ways that cannot be put into words.

Thank you, Papa, Di, Mehul, and Jiju for your constant encouragement and for always being there whenever I needed support. Di and Mehul, thank you for stepping in my shoes while I was away. I could not have completed the journey without this support. Aashi, thank you for the love, laughter, and cheerleading that brightened even the most stressful days.

Thank you, Ankita, Dhara, Priyanka, Megha and Neha for the laughter, emotional support, distractions when needed, and for reminding me that there is life beyond deadlines and drafts.

Your presence kept me grounded.

I could not have walked this path alone and I am deeply grateful to everyone who walked alongside me.

Abstract

Workplace gaslighting phenomenon comprises of gaslighting behaviors (action) by gaslighters and experience of gaslighting by gaslightees (perception). Gaslighting behavior is a form of manipulation in which a perpetrator attempts to make his/her target to question their thoughts, emotions, memories, and perceptions. It can manifest in various ways, including directly labelling someone as crazy, irrational, or overly sensitive. It may also involve distorting the truth, avoiding discussions about problems, or exhibiting contradictory actions and words. Research on workplace gaslighting is still in a nascent stage, limiting current understanding of how the phenomenon unfolds in the workplace and its consequences for targets.

In Essay 1, I conduct a systematic literature review of gaslighting to understand how gaslighting has been studied in various disciplines from sociology, psychology, philosophy to politics. I highlight that only a handful of studies exist in the domain of workplace gaslighting and hence it is an under-researched area.

In Essay 2, based on semi-structured conversational interviews (N=25), using grounded theory I conceptualize workplace gaslighting into manipulative behaviors by the perpetrators (gaslighters) and experience of gaslighting by the target (gaslightees). The experience of gaslighting is found to be a non-linear process escalating to self-doubt. I found that perceived power differential between gaslightee and the gaslighter determined the severity of gaslighting experience by the gaslightee. The gaslighting experience impacted the personal and professional outcomes for the gaslightee. I propose a model of workplace gaslighting to advance gaslighting research.

In Essay 3 using time-lagged survey data (N=205) I found that gaslighting behaviors were positively related to personal outcome (somatic symptoms) and negatively related to work

outcomes (work engagement) of individuals via the psychological state of being gaslit. I also found that emotional support from coworkers moderated the relationship between being gaslit and somatic symptoms. However, it did not moderate the relationship between being gaslit and work engagement. This implied that getting validation and support from coworkers helped the gaslightees to cope with gaslighting behaviors, but this support is not sufficient to restore motivation to do work.

In this thesis I found that workplace gaslighting is not only top-down rather it can also be horizontal and bottom up i.e., by peers and subordinates. Contributions to theory and practical implications of the findings are discussed and limitations have been acknowledged.

Table of Contents

Certificate of Approval.....	ii
Acknowledgement.....	iii
Abstract	vi
Chapter 1 Introduction to the Thesis.....	1
Chapter 2 Essay 1- Literature Review	5
Abstract	6
Introduction	7
Methodology of review	8
Inclusion and exclusion criteria.....	9
Search methods.....	9
Overview of the publications	11
Definitions and Conceptualization of Gaslighting.....	14
Stage 1: Identification of Potential Attributes Of ‘Gaslighting’.....	15
Stage 2: Thematic Analysis of Potential Attributes.....	34
Stage 3: Differentiating From Related Constructs	39
Stage 4: Development of the Conceptual Definition.....	45
Thematic Analysis of Gaslighting Research	47
Theme 1: Interpersonal Gaslighting at workplace.....	48
Theme 2: Institutional gaslighting at workplace	49
Theme 3: Interpersonal gaslighting in non-work context.....	49
Theme 4: Systemic gaslighting in non-work context.....	50

Theme 5: Gaslighting in Public Discourse	50
Limitations of Study and Future Research Directions	51
Conclusion.....	52
Chapter 3 Essay 2- A qualitative investigation of workplace gaslighting among Female Professionals in India.....	53
Abstract	54
Introduction	55
Method	57
An Interpretive Approach to Understanding Workplace Gaslighting	57
The Role of the Researcher	58
Data.....	59
Coding and Analysis.....	62
Theoretical underpinnings of gaslighting in other domains.....	63
Psychology Perspective	63
Sociological Perspective.....	64
Social Psychology Perspective	64
Power in Organizations	65
Findings.....	65
Gaslighting tactics at workplace.....	66
The Unfolding of the Gaslighting Process	68
The Role of Power Differential in the stages of gaslighting	73
Outcomes of experiencing gaslighting at Workplace	80

Other Findings.....	83
Seeking emotional support	83
Adaptive work behaviors and strategic appeasement.....	84
Gendered nature of gaslighting	85
Discussion: Towards A Model of Gaslighting at Workplace	88
Theoretical Model of Workplace Gaslighting.....	89
Outcomes of Gaslighting and Boundary Conditions.....	91
Theoretical Contribution	94
Practical Contribution	95
Limitations and Future Research Directions.....	96
Conclusion.....	97
Appendix 1	98
Appendix 2	100
Chapter 4 Essay 3- Investigating workplace gaslighting: A time-lagged study.....	103
Abstract	104
Introduction	105
Theoretical Background	107
Conservation of Resources (COR)	107
Job Demands Resources and Stressors Model	108
Model of Workplace Gaslighting	110
Hypothesis Development	110

Gaslighting Behavior and Somatic Symptoms.....	110
Gaslighting Behavior and Experienced Gaslighting	111
Experienced Gaslighting and Somatic Symptoms.....	112
Experienced Gaslighting as the mediating mechanism	113
Emotional Support from Coworkers as the moderator	114
Gaslighting at Work and Work Engagement.....	115
Experienced Gaslighting and work engagement	116
Experienced Gaslighting as the mediator	117
Emotional Support from Coworkers as the moderator	118
Method	120
Participants	120
Sampling.....	120
Authenticity and Attention Checks.....	121
Procedure	121
Measures.....	124
Biases.....	125
Results	129
Preliminary analysis	129
Testing of regression assumptions.....	135
Test of Hypothesis (1-4).....	138
Test of Moderation (Hypothesis 5).....	140

Test of Hypothesis (6-8).....	143
Test of Moderation (Hypothesis 9).....	145
Other findings:.....	146
Discussion	147
Theoretical Contributions.....	149
Methodological Contributions.....	151
Practical Implications.....	151
Limitations and Future Research Direction	152
Conclusion.....	153
Appendix 1	154
Exposure to Gaslighting behavior (Kukreja & Pandey, 2023).....	154
Employee Experienced Gaslighting Measure (Ogunfowora et al., 2023).....	154
Somatic Symptom Scale (Gierk et al., 2015)	155
Emotional support from coworkers (Lawrence et al., 2007).....	156
Work Engagement (Schaufeli et al., 2019).....	156
Chapter 5 Conclusion.....	157
References.....	163
Reflection Note	192

List of Tables

Table 2.1 Definitions as given in prominent dictionaries	16
Table 2.2 Definitions as given in other streams of scholarly research.....	18
Table 2.3 Definitions as given in work context	32
Table 3.1 Details of participants	61
Table 4.1 Descriptive Statistics.....	123
Table 4.2 Model Validity Measures.....	130
Table 4.3 HTMT ratios.....	131
Table 4.4 Model fit Measures- Confirmatory Factor Analysis for study (N = 205).....	132
Table 4.5 Results of Mediation Analysis (N=205)	140
Table 4.6 Results of Moderation Analysis (N=205)	142
Table 4.7 Results of Mediation Analysis (N=205)	144
Table 4.8 Results of Moderation Analysis (N=205)	145

References

- A. El-Sayed, S. Alsenany, M. H. Atta, A. A. Othman, & Maha Gamal Ramadan Asal. (2025). Navigating Toxicity: Investigating the Interplay Between Workplace Gaslighting, Workaholism, and Agility Among Nurses. *Nursing Inquiry*.
<https://doi.org/10.1111/nin.12697>
- Abramson, K. (2014). Turning up the Lights on Gaslighting. *Philosophical Perspectives*, 28, 1–30.
- Abu-Laban, Y., & Bakan, A. B. (2022). Anti-Palestinian Racism and Racial Gaslighting. *Political Quarterly*, 93(3), 508–516. <https://doi.org/10.1111/1467-923X.13166>
- Amjad, T., Bibi, D. M., & Mahmood, D. T. (2025). Psychological Warfare at Work: Emotional Intelligence as a Moderator between Workplace Gaslighting and Employee Well-being. *Advance Journal of Econometrics and Finance*, 3(3), 103–112.
- Anderson, C., & Brion, S. (2014). Perspectives on Power in Organizations. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 1, Issue Volume 1, 2014, pp. 67–97). Annual Reviews. <https://doi.org/10.1146/annurev-orgpsych-031413-091259>
- Andersson, L. M., & Pearson, C. M. (1999). Tit for Tat? The Spiraling Effect of Incivility in the Workplace. *Academy of Management Review*, 24(3), 452–471.
<https://doi.org/10.5465/amr.1999.2202131>
- Aquino, K., & Thau, S. (2009). Workplace victimization: Aggression from the target's perspective. *Annual Review of Psychology*, 60, 717–741.
<https://doi.org/10.1146/annurev.psych.60.110707.163703>
- Atta, M. H. R., Waheed Elzohairy, N., Abd Elaleem, A. E. D. M. H., Othman, A. A., Hamzaa, H. G., El-Sayed, A. A. I., & Zoromba, M. A. (2025). Comprehending the disruptive influence of workplace gaslighting behaviours and mobbing on nurses'

- career entrenchment: A multi-centre inquiry. *Journal of Advanced Nursing*, 81(4), 1815–1828. <https://doi.org/10.1111/jan.16368>
- Au, L., Capotescu, C., Eyal, G., & Finestone, G. (2022). Long covid and medical gaslighting: Dismissal, delayed diagnosis, and deferred treatment. *SSM - Qualitative Research in Health*, 2, 100167. <https://doi.org/10.1016/j.ssmqr.2022.100167>
- Baixaui, E., Beleña, Á., & Díaz, A. (2020). Evaluation of the effects of a bullying at work intervention for middle managers. *International Journal of Environmental Research and Public Health*, 17(20), 7566.
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: State of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>
- Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–273.
- Bakker, A. B., Demerouti, E., & Dollard, M. F. (2008). How job demands affect partners' experience of exhaustion: Integrating work-family conflict and crossover theory. *Journal of Applied Psychology*, 93(4), 901–911. <https://doi.org/10.1037/0021-9010.93.4.901>
- Bakker, A. B., Demerouti, E., & Euwema, M. C. (2005). Job resources buffer the impact of job demands on burnout. *Journal of Occupational Health Psychology*, 10(2), 170–180. <https://doi.org/10.1037/1076-8998.10.2.170>
- Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. I. (2014). Burnout and work engagement: The JD–R approach. *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), 389–411.
- Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2005). The crossover of burnout and work engagement among working couples. *Human Relations*, 58(5), 661–689.

- Bapuji, H., Chrispal, S., Attri, P. S., Ertug, G., & Soundararajan, V. (2024). An Integrative Review of Management Research on Caste: Broadening Our Horizons. *Academy of Management Annals*, *18*(2), 506–549. <https://doi.org/10.5465/annals.2022.0208>
- Barnes, C. M., Lucianetti, L., Bhave, D. P., & Christian, M. S. (2015). “You Wouldn’t Like Me When I’m Sleepy”: Leaders’ Sleep, Daily Abusive Supervision, and Work Unit Engagement. *Academy of Management Journal*, *58*(5), 1419–1437. <https://doi.org/10.5465/amj.2013.1063>
- Bates, E. A. (2020). “Walking on egg shells”: A qualitative examination of men’s experiences of intimate partner violence. *Psychology of Men & Masculinities*, *21*(1), 13.
- Beehr, T. A., Jex, S. M., Stacy, B. A., & Murray, M. A. (2000). Work stressors and coworker support as predictors of individual strain and job performance. *Journal of Organizational Behavior*, *21*(4), 391–405. [https://doi.org/10.1002/\(SICI\)1099-1379\(200006\)21:4%253C391::AID-JOB15%253E3.0.CO;2-9](https://doi.org/10.1002/(SICI)1099-1379(200006)21:4%253C391::AID-JOB15%253E3.0.CO;2-9)
- Beerbohm, E., & Davis, R. W. (2023). Gaslighting Citizens. In *American Journal of Political Science* (Vol. 67, Issue 4, pp. 867–879). Wiley. <https://doi.org/10.1111/ajps.12678>
- Bowling, N. A., & Beehr, T. A. (2006). Workplace harassment from the victim’s perspective: A theoretical model and meta-analysis. *Journal of Applied Psychology*, *91*(5), 998–1012. <https://doi.org/10.1037/0021-9010.91.5.998>
- Brewer, K. C. (2021). Institutional betrayal in nursing: A concept analysis. In *Nursing Ethics* (Vol. 28, Issue 6, pp. 1081–1089). Sage. <https://doi.org/10.1177/0969733021992448>
- Brough, P., Timms, C., Siu, O., Kalliath, T., O’Driscoll, M. P., Sit, C. H., Lo, D., & Lu, C. (2013). Validation of the Job Demands-Resources model in cross-national samples: Cross-sectional and longitudinal predictions of psychological strain and work

engagement. *Human Relations*, 66(10), 1311–1335.

<https://doi.org/10.1177/0018726712472915>

Butterfield, L. D., Borgen, W. A., Amundson, N. E., & Maglio, A.-S. T. (2005). Fifty years of the critical incident technique: 1954-2004 and beyond. *Qualitative Research*, 5(4), 475–497. <https://doi.org/10.1177/1468794105056924>

Calef, V., & Weinshel, E. M. (1981). Some Clinical Consequences of Introjection:

Gaslighting. *The Psychoanalytic Quarterly*, 50(1), 44–66.

<https://doi.org/10.1080/21674086.1981.11926942>

Carter, C. R. (2022). Gaslighting: ALS, anti-Blackness, and medicine. *Feminist*

Anthropology, 3(2), 235–245. <https://doi.org/10.1002/fea2.12107>

Catalano, D. C. J., Tillapaugh, D., Christiaens, R., & Simms, S. (2024). ‘More than lip service’: LGBTQ+ Social Justice Educational Interventions as Institutional Benign Neglect. *Review of Higher Education*, 47(3), 373–400.

<https://doi.org/10.1353/rhe.2024.a921607>

Catapang Podosky, P.-M. (2021). Gaslighting, First- and Second-Order. In *Hyptia- A Journal of Feminist Philosophy* (Vol. 36, Issue 1, pp. 207–227). Cambridge University Press.

<https://doi.org/10.1017/hyp.2020.54>

Chatman, J. A., Sharps, D., Mishra, S., Kray, L. J., & North, M. S. (2022). Agentic but not warm: Age-gender interactions and the consequences of stereotype incongruity perceptions for middle-aged professional women. *Organizational Behavior and Human Decision Processes*, 173, 104190.

<https://doi.org/10.1016/j.obhdp.2022.104190>

Chell, E., & Pittaway, L. (1998). A study of entrepreneurship in the restaurant and café industry: Exploratory work using the critical incident technique as a methodology.

International Journal of Hospitality Management, 17(1), 23–32.

[https://doi.org/10.1016/S0278-4319\(98\)00006-1](https://doi.org/10.1016/S0278-4319(98)00006-1)

Chi, S.-C. S., & Liang, S.-G. (2013). When do subordinates' emotion-regulation strategies matter? Abusive supervision, subordinates' emotional exhaustion, and work withdrawal. *The Leadership Quarterly*, 24(1), 125–137.

<https://doi.org/10.1016/j.leaqua.2012.08.006>

Chris, A. C., Provencher, Y., Fogg, C., Thompson, S. C., Cole, A. L., Okaka, O., Bosco, F.

A., & González-Morales, M. G. (2022). A meta-analysis of experienced incivility and its correlates: Exploring the dual path model of experienced workplace incivility.

Journal of Occupational Health Psychology, 27(3), 317–338.

<https://doi.org/10.1037/ocp0000326>

Christensen, M., & Evans-Murray, A. (2021). Gaslighting in nursing academia: A new or established covert form of bullying? *Nursing Forum*, 56(3), 640–647.

<https://doi.org/10.1111/nuf.12588>

Clint G. Graves, Graves, C. G., Jennifer A. Samp, & Samp, J. A. (2021). The power to gaslight. *Journal of Social and Personal Relationships*, 026540752110269.

<https://doi.org/10.1177/02654075211026975>

collinsdictionary.com. (2024). Affliction. In *Collins English Dictionary*.

www.collinsdictionary.com/dictionary/english/affliction#affliction__1

Corbin, J. (2017). Grounded theory. *The Journal of Positive Psychology*, 12(3), 301–302.

Corbin, J., & Strauss, A. (2014). *Basics of qualitative research: Techniques and procedures for developing grounded theory*. Sage publications.

Cotter, K. (2023). “Shadowbanning is not a thing”: Black box gaslighting and the power to independently know and credibly critique algorithms. *Information, Communication & Society*, 26(6), 1226–1243.

- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking Job Demands and Resources to Employee Engagement and Burnout: A Theoretical Extension and Meta-Analytic Test. *Journal of Applied Psychology, 95*(5), 834–848.
<https://doi.org/10.1037/a0019364>
- Dalal, D. K., & Hakel, M. D. (2016). Experimental Comparisons of Methods for Reducing Deliberate Distortions to Self-Report Measures of Sensitive Constructs. *Organizational Research Methods, 19*(3), 475–505.
<https://doi.org/10.1177/10944281166639131>
- David, E. M., Kim, T.-Y., Farh, J.-L., Lin, X., & Zhou, F. (2021). Is ‘be yourself’ always the best advice? The moderating effect of team ethical climate and the mediating effects of vigor and demand–ability fit. *Human Relations, 74*(3), 437–462.
- DeCrosta, L., & Spear, A. M. (2024). Hegemonic masculinity and institutional betrayal: An oppressive silencing of the feminist ear in Burkina Faso secondary schools. *Gender and Education, 36*(3), 266–282. <https://doi.org/10.1080/09540253.2024.2320923>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology, 86*(3), 499–499.
- DeSimone, J. A., Harms, P. D., & DeSimone, A. J. (2015). Best practice recommendations for data screening. *Journal of Organizational Behavior, 36*(2), 171–181.
<https://doi.org/10.1002/job.1962>
- Dhanani, L. Y., & Bogart, S. M. (2025). Mapping the Mistreatment Landscape: An Integrative Review and Reconciliation of Workplace Mistreatment Constructs. *Journal of Organizational Behavior, n/a*(n/a). <https://doi.org/10.1002/job.2876>
- Dhanani, L. Y., LaPalme, M. L., & Joseph, D. L. (2021). How prevalent is workplace mistreatment? A meta-analytic investigation. *Journal of Organizational Behavior, 42*(8), 1082–1098. <https://doi.org/10.1002/job.2534>

- Dimitrova, D. (2021). The women in situation of gaslighting—risk identification in the work environment. *European Journal of Public Health, 31*(Supplement_3), ckab165-327.
- Dipboye, R. L., & Halverson, S. K. (2004). Subtle (and not so subtle) discrimination in organizations. *The Dark Side of Organizational Behavior, 16*, 131–158.
- Dirks, K. T. (2000). Trust in leadership and team performance: Evidence from NCAA basketball. *Journal of Applied Psychology, 85*(6), 1004.
- Donzelli, A. (2023). On Metapragmatic Gaslighting: Truth and Trump’s Epistemic Tactics in a Plague Year. *Signs and Society, 11*(2), 173–200. <https://doi.org/10.1086/724084>
- Dorri, A. A., Stone, A. L., Heffington, B. I., Njowo, P. J., Rivera, G., Schnarrs, P. W., & Salcido, R., Jr. (2024). “We’re Not Gonna Talk about This, It Didn’t Happen. You’re Confused”: Adverse Communication in Family Responses to Mental Health, Childhood Sexual Assault, and LGBTQ Identities. In *Society and Mental Health* (Vol. 14, Issue 1, pp. 39–55). SAGE Publications Inc. <https://doi.org/10.1177/21568693231170901>
- Duffy, M. K., Ganster, D. C., Shaw, J. D., Johnson, J. L., & Pagon, M. (2006). The social context of undermining behavior at work. *Organizational Behavior and Human Decision Processes, 101*(1), 105–126. <https://doi.org/10.1016/j.obhdp.2006.04.005>
- Dunn, A. H. (2023). Teacher self-care mandates as institutional gaslighting in a neoliberal system. *Educational Researcher, 52*(8), 491–499.
- Edwards, M., Mitchell, L., Abe, C., Cooper, E., Johansson, J., & Ridgway, M. (2022). ‘I am not a Gentleman academic’: Telling our truths of micro-coercive control and gaslighting in Business Schools using ‘Faction.’ *Gender, Work and Organization*. <https://doi.org/10.1111/gwao.12905>
- Einarsen, S., Skogstad, A., Rørvik, E., Lande, Å. B., & Nielsen, M. B. (2018). Climate for conflict management, exposure to workplace bullying and work engagement: A

- moderated mediation analysis. *The International Journal of Human Resource Management*, 29(3), 549–570. <https://doi.org/10.1080/09585192.2016.1164216>
- Emerson, R. M. (1962). Power-Dependence Relations. *American Sociological Review*, 27(1), 31–41. <https://doi.org/10.2307/2089716>
- Farid, H., Zhang, Y., Tian, M., & Lu, S. (2024). Unmasking the interplay between gaslighting and job embeddedness: The critical roles of coworker support and work motivation. *Journal of Management & Organization*, 30(6), 2300–2317. <https://doi.org/10.1017/jmo.2024.63>
- Ferris, D. L., Brown, D. J., Berry, J. W., & Lian, H. (2008). The development and validation of the Workplace Ostracism Scale. *Journal of Applied Psychology*, 93(6), 1348.
- Ferris, D. L., Yan, M., Lim, V. K., Chen, Y., & Fatimah, S. (2016). An approach–avoidance framework of workplace aggression. *Academy of Management Journal*, 59(5), 1777–1800.
- Field, A. (2024). *Discovering statistics using IBM SPSS statistics*. Sage publications limited.
- Fielding-Singh, P., Priya Fielding-Singh, Amelia Dmowska, & Amelia Dmowska. (2022). Obstetric gaslighting and the denial of mothers’ realities. *Social Science & Medicine*, 114938–114938. <https://doi.org/10.1016/j.socscimed.2022.114938>
- Field-Springer, K., Draut, H., Babrow, F., & Sandman, M. (2022). (Re)claiming Stories in the #MeToo Movement: Righting Epistemic Wrongs of Physical, Mental, and Emotional Harms of Sexual Violence. In *Health Communication* (Vol. 37, Issue 8, pp. 982–991). Routledge Journals, Taylor & Francis Ltd. <https://doi.org/10.1080/10410236.2021.1880052>
- Fiset, J., & Byrne, A. (2025). Getting away “Scott” (but not Susan) free: The effects of safety-specific abusive supervision and supervisor gender on follower attributions and

safety outcomes. *Journal of Organizational Behavior*, 46(1), 90–107.

<https://doi.org/10.1002/job.2837>

Fornell, C., & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error. *Journal of Marketing Research*, 18(1), 39–50. <https://doi.org/10.1177/002224378101800104>

French, J., & Raven, B. (1959). The bases of social power. In D. Cartwright (Ed.), *Studies in Social Power*. Ann Arbor: University of Michigan. *Institute for Social Research*, 150–167.

Fulmer, C. A., & Ostroff, C. (2017). Trust in direct leaders and top leaders: A trickle-up model. *Journal of Applied Psychology*, 102(4), 648.

Gaspich, C. (2025, July 11). Psychology expert says “gaslighting at work is the silent career killer—And Black Mirror saw it coming.” *The Mirror*.

<https://www.themirror.com/entertainment/tv/black-mirror-warns-work-gaslighting-1257041>

Gass, G. Z., & Nichols, W. C. (1988). Gaslighting: A marital syndrome. *Contemporary Family Therapy: An International Journal*, 10(1), 3–16.

<https://doi.org/10.1007/BF00922429>

Gehlbach, H., & Barge, S. (2012). Anchoring and Adjusting in Questionnaire Responses. *Basic and Applied Social Psychology*, 34(5), 417–433.

<https://doi.org/10.1080/01973533.2012.711691>

Gheshlagh, R. G., Bigdeli, K., Kukreja, P., Pandey, J., Nassehi, A., & Jafari, M. (2025). Decoding workplace gaslighting: Evaluating a Persian version of the gaslighting workplace scale. *BMC Nursing*, 24(1), 483.

Gierk, B., Kohlmann, S., Toussaint, A., Wahl, I., Brünahl, C. A., Murray, A. M., & Löwe, B. (2015). Assessing somatic symptom burden: A psychometric comparison of the

- Patient Health Questionnaire—15 (PHQ-15) and the Somatic Symptom Scale—8 (SSS-8). *Journal of Psychosomatic Research*, 78(4), 352–355.
<https://doi.org/10.1016/j.jpsychores.2014.11.006>
- Giumetti, G. W., Hatfield, A. L., Scisco, J. L., Schroeder, A. N., Muth, E. R., & Kowalski, R. M. (2013). What a rude e-mail! Examining the differential effects of incivility versus support on mood, energy, engagement, and performance in an online context. *Journal of Occupational Health Psychology*, 18(3), 297.
- Glaser, B., & Strauss, A. (1967). *The discovery of grounded theory: Strategies for qualitative research*.
- Grant, J. (2021). No, I'm not crazy: A Black feminist perspective of gaslighting within doctoral socialization. *International Journal of Qualitative Studies in Education*, 34(10), 939–947. <https://doi.org/10.1080/09518398.2021.1930258>
- Graves, C. G., & Samp, J. A. (2021). The power to gaslight. *Journal of Social and Personal Relationships*, 38(11), 3378–3386. <https://doi.org/10.1177/02654075211026975>
- Graves, C. G., & Spencer, L. G. (2022). Rethinking the Rhetorical Epistemics of Gaslighting. *Communication Theory*, 32(1), 48–67. <https://doi.org/10.1093/ct/qtab013>
- Güleç, S., & Özbay, A. (2024). Psychological resilience, gaslighting and life satisfaction in a sample of Turkish women. *Women's Studies International Forum*, 105, 102945.
<https://doi.org/10.1016/j.wsif.2024.102945>
- Haghighat, R. (2007). The Development of the Brief Social Desirability Scale (BSDS). *Europe's Journal of Psychology*, 3(4). <https://doi.org/10.5964/ejop.v3i4.417>
- Hailes, H. P., & Goodman, L. A. (2023). “They’re out to take away your sanity”: A qualitative investigation of gaslighting in intimate partner violence. *Journal of Family Violence*. <https://doi.org/10.1007/s10896-023-00652-1>

- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24.
<https://doi.org/10.1108/EBR-11-2018-0203>
- Halbesleben, J. R. B., Neveu, J.-P., Paustian-Underdahl, S. C., & Westman, M. (2014). Getting to the “COR”: Understanding the Role of Resources in Conservation of Resources Theory. *Journal of Management*, 40(5), 1334–1364.
<https://doi.org/10.1177/0149206314527130>
- Hansen, E. S. (2023). Post-colonial gaslighting and Greenlandic independence: When ontological insecurity sustains hierarchy. In *Cooperation and Conflict* (Vol. 58, Issue 4, pp. 460–484). Sage. <https://doi.org/10.1177/00108367231163816>
- Hao, Q., Wei, K., & Zhang, B. (2022). How to attenuate the effects of abusive supervision on knowledge hiding: The neutralizing roles of coworker support and individual characteristics. *Journal of Knowledge Management*, 26(7), 1807–1825.
<https://doi.org/10.1108/JKM-02-2021-0167>
- Hayes, A. F. (2013). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach* (pp. xvii, 507). The Guilford Press.
- Hayes, A. F. (2017). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach*. Guilford publications.
- Hayes, A. F., Montoya, A. K., & Rockwood, N. J. (2017). The Analysis of Mechanisms and Their Contingencies: PROCESS versus Structural Equation Modeling. *Australasian Marketing Journal*, 25(1), 76–81. <https://doi.org/10.1016/j.ausmj.2017.02.001>
- He, V. F., Tröbinger, M., & Murray, A. (2024). The Crowd Beyond Funders: An Integrative Review of and Research Agenda for Crowdfunding. *Academy of Management Annals*, 18(1), 348–394. <https://doi.org/10.5465/annals.2022.0064>

- Healy, G., Bradley, H., & Forson, C. (2011). Intersectional Sensibilities in Analysing Inequality Regimes in Public Sector Organizations. *Gender, Work & Organization*, 18(5), 467–487. <https://doi.org/10.1111/j.1468-0432.2011.00557.x>
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hershcovis, M. S., & Barling, J. (2010). Towards a multi-foci approach to workplace aggression: A meta-analytic review of outcomes from different perpetrators. *Journal of Organizational Behavior*, 31(1), 24–44. <https://doi.org/10.1002/job.621>
- Hershcovis, M. S., Ogunfowora, B., Reich, T. C., & Christie, A. M. (2017). Targeted workplace incivility: The roles of belongingness, embarrassment, and power. *Journal of Organizational Behavior*, 38(7), 1057–1075. <https://doi.org/10.1002/job.2183>
- Hightower, E. (2017). *An exploratory study of personality factors related to psychological abuse and gaslighting*.
- Hillebrandt, A., & Barclay, L. J. (2022). How COVID-19 can promote workplace cheating behavior via employee anxiety and self-interest – And how prosocial messages may overcome this effect. *Journal of Organizational Behavior*, 43(5), 858–877. <https://doi.org/10.1002/job.2612>
- Hillmann, J., & Guenther, E. (2021). Organizational Resilience: A Valuable Construct for Management Research? *International Journal of Management Reviews*, 23(1), 7–44. <https://doi.org/10.1111/ijmr.12239>
- Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist*, 44(3), 513.

- Hobfoll, S. E. (2001). The Influence of Culture, Community, and the Nested-Self in the Stress Process: Advancing Conservation of Resources Theory. *Applied Psychology*, 50(3), 337–421. <https://doi.org/10.1111/1464-0597.00062>
- Hobfoll, S. E. (2011). Conservation of resource caravans and engaged settings: Conservation of resource caravans. *Journal of Occupational and Organizational Psychology*, 84(1), 116–122. <https://doi.org/10.1111/j.2044-8325.2010.02016.x>
- Hobfoll, S. E., Halbesleben, J., Neveu, J.-P., & Westman, M. (2018). Conservation of Resources in the Organizational Context: The Reality of Resources and Their Consequences. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 5, Issue Volume 5, 2018, pp. 103–128). Annual Reviews. <https://doi.org/10.1146/annurev-orgpsych-032117-104640>
- Hu, L., & Bentler, P. M. (1998). Fit indices in covariance structure modeling: Sensitivity to underparameterized model misspecification. *Psychological Methods*, 3(4), 424.
- Jackson, G. (2024). The influence of climate resilience governmentality on vulnerability in regional Australia. *Environment and Planning E: Nature and Space*. <https://doi.org/10.1177/25148486241226919>
- Johnson, V. E., Nadal, K. L., Sissoko, D. R. G., & King, R. (2021). “It’s Not in Your Head”: Gaslighting, `Splaining, Victim Blaming, and Other Harmful Reactions to Microaggressions. In *PERSPECTIVES ON PSYCHOLOGICAL SCIENCE* (Vol. 16, Issues 5, SI, pp. 1024–1036). SAGE PUBLICATIONS LTD. <https://doi.org/10.1177/17456916211011963>
- Jones, S. S. (2023). Gaslighting and dispelling: Experiences of non-governmental organization workers in navigating gendered corruption. *Human Relations*, 76(6), 901–925. <https://doi.org/10.1177/00187267221083274>

- Kern, J. H., & Grandey, A. A. (2009). Customer incivility as a social stressor: The role of race and racial identity for service employees. *Journal of Occupational Health Psychology, 14*(1), 46–57. <https://doi.org/10.1037/a0012684>
- Khan, K., Tariq, N. ul S., & Majeed, S. (2024). Psychological Impact of Medical Gaslighting on Women: A Systematic Review. *Journal of Professional & Applied Psychology, 5*(1), 110–125. <https://doi.org/10.52053/jpap.v5i1.249>
- Khazanchi, S., & Masterson, S. S. (2011). Who and what is fair matters: A multi-foci social exchange model of creativity. *Journal of Organizational Behavior, 32*(1), 86–106. <https://doi.org/10.1002/job.682>
- Kim, A., Kim, Y., Han, K., Jackson, S. E., & Ployhart, R. E. (2017). Multilevel Influences on Voluntary Workplace Green Behavior: Individual Differences, Leader Behavior, and Coworker Advocacy. *Journal of Management, 43*(5), 1335–1358. <https://doi.org/10.1177/0149206314547386>
- Kim, S. L., Lee, S., & Yun, S. (2016). Abusive supervision, knowledge sharing, and individual factors: A conservation-of-resources perspective. *Journal of Managerial Psychology, 31*(6), 1106–1120. <https://doi.org/10.1108/JMP-05-2015-0169>
- Kipnis, D., Schmidt, S. M., & Wilkinson, I. (1980). Intraorganizational influence tactics: Explorations in getting one's way. *Journal of Applied Psychology, 65*(4), 440–452. <https://doi.org/10.1037/0021-9010.65.4.440>
- Kirk-Giannini, C. D. (2023). Dilemmatic gaslighting. In *Philosophical Perspectives* (Vol. 180, Issues 3, SI, pp. 745–772). Springer. <https://doi.org/10.1007/s11098-022-01872-9>
- Klein, H. J., Cooper, J. T., Molloy, J. C., & Swanson, J. A. (2014). The assessment of commitment: Advantages of a unidimensional, target-free approach. *Journal of Applied Psychology, 99*(2), 222.

- Klein, W., Li, S., & Wood, S. (2023). A qualitative analysis of gaslighting in romantic relationships. In *Personal Relationships* (Vol. 30, Issue 4, pp. 1316–1340). WILEY. <https://doi.org/10.1111/pere.12510>
- Klein, W., Wood, S., & Bartz, J. A. (2025). A Theoretical Framework for Studying the Phenomenon of Gaslighting. *Personality and Social Psychology Review*, 10888683251342291. <https://doi.org/10.1177/10888683251342291>
- Koburtay, T., Syed, J., & Haloub, R. (2019). Congruity between the female gender role and the leader role: A literature review. *European Business Review*, 31(6), 831–848. <https://doi.org/10.1108/EBR-05-2018-0095>
- Kukreja, P., & Pandey, J. (2023). Workplace gaslighting: Conceptualization, development, and validation of a scale. In *Frontiers in Psychology* (Vol. 14). Frontiers Media SA. <https://doi.org/10.3389/fpsyg.2023.1099485>
- Kuntz, J. C., & Searle, F. (2023). Does bystander intervention training work? When employee intentions and organisational barriers collide. *Journal of Interpersonal Violence*, 38(3–4), 2934–2956.
- Langley, A. (1999). Strategies for Theorizing from Process Data. *Academy of Management Review*, 24(4), 691–710. <https://doi.org/10.5465/amr.1999.2553248>
- Laschinger, H. K. S., & Fida, R. (2014). A time-lagged analysis of the effect of authentic leadership on workplace bullying, burnout, and occupational turnover intentions. *European Journal of Work and Organizational Psychology*, 23(5), 739–753. <https://doi.org/10.1080/1359432X.2013.804646>
- Lawrence, S. A., Gardner, J., & Callan, V. J. (2007). The support appraisal for work stressors inventory: Construction and initial validation. *Journal of Vocational Behavior*, 70(1), 172–204. <https://doi.org/10.1016/j.jvb.2006.09.003>

- Leake, G., Amankwaa, A., & de Pater, I. E. (2025). Workplace Mistreatment: A Systematic Review of Interventions and Future Research Agenda. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-025-06058-x>
- Lee, S., Kim, S. L., & Yun, S. (2018). A moderated mediation model of the relationship between abusive supervision and knowledge sharing. *The Leadership Quarterly*, 29(3), 403–413.
- Legacy, C., Gibson, C., & Rogers, D. (2024). Infrastructural gaslighting and the crisis of participatory planning. *Environment and Planning A*, 56(3), 943–960.
<https://doi.org/10.1177/0308518X231209979>
- Leiter, M. P., Day, A., Oore, D. G., & Spence Laschinger, H. K. (2012). Getting better and staying better: Assessing civility, incivility, distress, and job attitudes one year after a civility intervention. *Journal of Occupational Health Psychology*, 17(4), 425.
- Li, J., Burnham, J. F., Lemley, T., & Britton, R. M. (2010). Citation Analysis: Comparison of Web of Science®, Scopus™, SciFinder®, and Google Scholar. *Journal of Electronic Resources in Medical Libraries*, 7(3), 196–217.
<https://doi.org/10.1080/15424065.2010.505518>
- Li, Y., & Samp, J. A. (2023). Gaslighting LGBTQ+ Individuals: Correlates of Gaslighting Experiences, Gaslighters' Characteristics, and Gaslighting Techniques. *Communication Studies*, 74(4), 356–376.
<https://doi.org/10.1080/10510974.2023.2209605>
- Lin, S.-H. J., Poulton, E. C., Tu, M.-H., & Xu, M. (2022). The consequences of empathic concern for the actors themselves: Understanding empathic concern through conservation of resources and work-home resources perspectives. *Journal of Applied Psychology*, 107(10), 1843.

- Lin, S.-H. (Joanna), Poulton, E. C., & Johnson, R. E. (2025). Short-Term Fulfillment: How Supervisors' Motives for Abusive Behaviors Influence Need Satisfaction and Daily Outcomes. *Journal of Management*, 01492063251331910.
<https://doi.org/10.1177/01492063251331910>
- Lindell, M. K., & Whitney, D. J. (2001). Accounting for common method variance in cross-sectional research designs. *Journal of Applied Psychology*, 86(1), 114–121.
<https://doi.org/10.1037/0021-9010.86.1.114>
- Linnenluecke, M. K., Marrone, M., & Singh, A. K. (2020). Conducting systematic literature reviews and bibliometric analyses. *Australian Journal of Management*, 45(2), 175–194. <https://doi.org/10.1177/0312896219877678>
- Liu, W., Zhou, Z. E., & Che, X. X. (2019). Effect of Workplace Incivility on OCB Through Burnout: The Moderating Role of Affective Commitment. *Journal of Business and Psychology*, 34(5), 657–669. <https://doi.org/10.1007/s10869-018-9591-4>
- Lovett, M., Bajaba, S., Lovett, M., & Simmering, M. J. (2018). Data Quality from Crowdsourced Surveys: A Mixed Method Inquiry into Perceptions of Amazon's Mechanical Turk Masters. *Applied Psychology*, 67(2), 339–366.
<https://doi.org/10.1111/apps.12124>
- Loy, A., Follett, L., & Hofmann, H. (2016). Variations of Q–Q Plots: The Power of Our Eyes! *The American Statistician*, 70(2), 202–214.
<https://doi.org/10.1080/00031305.2015.1077728>
- M. H. Atta, Nadia Waheed Elzohairy, Alaa El Din Moustafa Hamed Abd Elaleem, A. A. Othman, Huda Gaber Hamzaa, A. El-Sayed, & M. Zoromba. (2024). Comprehending the disruptive influence of workplace gaslighting behaviours and mobbing on nurses' career entrenchment: A multi-centre inquiry. *Journal of Advanced Nursing*.
<https://doi.org/10.1111/jan.16368>

- MacKenzie, M., & Wadham, B. (2023). Is the problem with military culture one of bad apples or bad orchards?: War crimes, scandals, and persistent dysfunction. *Australian Journal of Political Science*, *58*(3), 298–308.
<https://doi.org/10.1080/10361146.2023.2223502>
- Maeve Wall, S. Shiver, Sonny Partola, Nicole Wilson Steffes, & Rosie Ojeda. (2023). Racelighting in Utah education: Counterstories across contexts. *Equality, Diversity and Inclusion: An International Journal*. <https://doi.org/10.1108/edi-11-2022-0328>
- Mandliya, A., & Pandey, J. (2023). The development and validation of multidimensional workplace compassion scale: Linking its conceptualization and measurement. *Frontiers in Psychology, Volume 14-2023*.
<https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2023.1142309>
- March, E., Kay, C. S., Dinić, B. M., Wagstaff, D., Grabovac, B., & Jonason, P. K. (2025). “It’s all in your head”: Personality traits and Gaslighting tactics in intimate relationships. *Journal of Family Violence*, *40*(2), 259–268.
- McDonald, P. (2012). Workplace Sexual Harassment 30 Years on: A Review of the Literature. *International Journal of Management Reviews*, *14*(1), 1–17.
<https://doi.org/10.1111/j.1468-2370.2011.00300.x>
- Miano, P., Bellomare, M., & Genova, V. G. (2021). Personality correlates of gaslighting behaviours in young adults. *Journal of Sexual Aggression*, *27*(3), 285–298.
- Morse, J. M., & Clark, L. (2019). The nuances of grounded theory sampling and the pivotal role of theoretical sampling. *The SAGE Handbook of Current Developments in Grounded Theory*, 145–166.
- Nahum-Shani, I., & Bamberger, P. A. (2011). Explaining the variable effects of social support on work-based stressor–strain relations: The role of perceived pattern of

- support exchange. *Organizational Behavior and Human Decision Processes*, 114(1), 49–63.
- Neall, A. M., & Tuckey, M. R. (2014). A methodological review of research on the antecedents and consequences of workplace harassment. *Journal of Occupational and Organizational Psychology*, 87(2), 225–257. <https://doi.org/10.1111/joop.12059>
- Ng, K., & Niven, K. (2025). The Bystander Typology Scale: Development and Validation of a Workplace Bullying Bystander Response Measure. *Journal of Organizational Behavior*, n/a(n/a). <https://doi.org/10.1002/job.70027>
- Ng, T. W. H., & Feldman, D. C. (2010). The Relationship of Age with Job Attitudes: A Meta-Analysis. *Personnel Psychology*, 63(3), 677–718. <https://doi.org/10.1111/j.1744-6570.2010.01184.x>
- Nielsen, M. B., & Einarsen, S. (2012). Outcomes of exposure to workplace bullying: A meta-analytic review. *Work & Stress*, 26(4), 309–332. <https://doi.org/10.1080/02678373.2012.734709>
- Nielsen, M. B., Finne, L. B., Parveen, S., & Einarsen, S. V. (2022). Assessing Workplace Bullying and Its Outcomes: The Paradoxical Role of Perceived Power Imbalance Between Target and Perpetrator. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.907204>
- Nielsen, M. B., Notelaers, G., & Einarsen, S. V. (2021). Methodological issues in the measurement of workplace bullying. In S. V. Einarsen, H. Hoel, D. Zapf, & C. L. Cooper (Eds.), *Bullying and harassment in the workplace: Theory, research and practice* (3rd ed., pp. 235–268). Routledge. <https://doi.org/10.1201/9780429462528-8>
- Ogunfowora, B., Guenther, K., & Bourdage, J. (2023). On the Structure and Nomological Network of Gaslighting in the Workplace—A Leadership Perspective. *Academy of*

Management Proceedings, 2023(1), 19012.

<https://doi.org/10.5465/AMPROC.2023.19012abstract>

- Okwir, S., Nudurupati, S. S., Ginieis, M., & Angelis, J. (2018). Performance Measurement and Management Systems: A Perspective from Complexity Theory. *International Journal of Management Reviews*, 20(3), 731–754. <https://doi.org/10.1111/ijmr.12184>
- Omran, W., & Yousafzai, S. (2023). Navigating the twisted path of gaslighting: A manifestation of epistemic injustice for Palestinian women entrepreneurs. In *Human Relations*. Sage Publications Ltd. <https://doi.org/10.1177/00187267231203531>
- Osatuke, K., Moore, S. C., Ward, C., Dyrenforth, S. R., & Belton, L. (2009). Civility, Respect, Engagement in the Workforce (CREW): Nationwide Organization Development Intervention at Veterans Health Administration. *The Journal of Applied Behavioral Science*, 45(3), 384–410. <https://doi.org/10.1177/0021886309335067>
- Owen, R., Ashton, R. E., Skipper, L., Phillips, B. E., Yates, J., Thomas, C., Ferraro, F., Bewick, T., Haggan, K., & Faghy, M. A. (2024). Long COVID quality of life and healthcare experiences in the UK: a mixed method online survey. In *Quality of Life Research* (Vol. 33, Issue 1, pp. 133–143). Springer Science and Business Media Deutschland GmbH. <https://doi.org/10.1007/s11136-023-03513-y>
- Owens, B. P., Baker, W. E., Sumpter, D. M., & Cameron, K. S. (2016). Relational energy at work: Implications for job engagement and job performance. *Journal of Applied Psychology*, 101(1), 35–49. <https://doi.org/10.1037/apl0000032>
- Owens, J. (2022). Double Jeopardy: Teacher Biases, Racialized Organizations, and the Production of Racial/Ethnic Disparities in School Discipline. *American Sociological Review*, 87(6), 1007–1048. <https://doi.org/10.1177/00031224221135810>

- Palmatier, R. W., Houston, M. B., & Hulland, J. (2018). Review articles: Purpose, process, and structure. *Journal of the Academy of Marketing Science*, *46*(1), 1–5.
<https://doi.org/10.1007/s11747-017-0563-4>
- Pandey, J. (2018). Factors affecting job performance: An integrative review of literature. *Management Research Review*.
- Park, I.-J., Kim, P. B., Hai, S., & Dong, L. (2020). Relax from job, Don't feel stress! The detrimental effects of job stress and buffering effects of coworker trust on burnout and turnover intention. *Journal of Hospitality and Tourism Management*, *45*, 559–568.
<https://doi.org/10.1016/j.jhtm.2020.10.018>
- Park, J. H., & Ono, M. (2017). Effects of workplace bullying on work engagement and health: The mediating role of job insecurity. *The International Journal of Human Resource Management*, *28*(22), 3202–3225.
<https://doi.org/10.1080/09585192.2016.1155164>
- Patterson, J. T., & Matias, C. E. (2025). Silenced no more: Women of color confronting racial gaslighting in academia. *International Journal of Qualitative Studies in Education*, *38*(8), 1226–1245. <https://doi.org/10.1080/09518398.2025.2502661>
- Penney, L. M., & Spector, P. E. (2005). Job stress, incivility, and counterproductive work behavior (CWB): The moderating role of negative affectivity. *Journal of Organizational Behavior*, *26*(7), 777–796. <https://doi.org/10.1002/job.336>
- Podsakoff, P. M., MacKenzie, S. B., Lee, J.-Y., & Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology*, *88*(5), 879–879.
- Podsakoff, P. M., MacKenzie, S. B., & Podsakoff, N. P. (2016). Recommendations for Creating Better Concept Definitions in the Organizational, Behavioral, and Social

Sciences. *Organizational Research Methods*, 19(2), 159–203.

<https://doi.org/10.1177/1094428115624965>

- Podsakoff, P. M., Podsakoff, N. P., Williams, L. J., Huang, C., & Yang, J. (2024). Common method bias: It's bad, it's complex, it's widespread, and it's not easy to fix. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 11, Issue Volume 11, 2024, pp. 17–61). Annual Reviews. <https://doi.org/10.1146/annurev-orgpsych-110721-040030>
- Potter, D. (2013). Religious disagreement: Internal and external. *International Journal for Philosophy of Religion*, 74(1), 21–31. <https://doi.org/10.1007/s11153-012-9393-y>
- Ragins, B. R., & Sundstrom, E. (1989). Gender and power in organizations: A longitudinal perspective. *Psychological Bulletin*, 105(1), 51–88. <https://doi.org/10.1037/0033-2909.105.1.51>
- Rasheed, M. I., Weng, Q., Umrani, W. A., & Moin, M. F. (2021). Abusive Supervision and Career Adaptability: The Role of Self-Efficacy and Coworker Support. *Human Performance*, 34(4), 239–256. <https://doi.org/10.1080/08959285.2021.1928134>
- Raven, B. H. (2008). The Bases of Power and the Power/Interaction Model of Interpersonal Influence. *Analyses of Social Issues and Public Policy*, 8(1), 1–22. <https://doi.org/10.1111/j.1530-2415.2008.00159.x>
- Samnani, A.-K., & Singh, P. (2016). Workplace bullying: Considering the interaction between individual and work environment. *Journal of Business Ethics*, 139(3), 537–549. <https://doi.org/10.1007/s10551-015-2653-x>
- Schat, A. C. H., & Frone, M. R. (2011). Exposure to psychological aggression at work and job performance: The mediating role of job attitudes and personal health. *Work & Stress*, 25(1), 23–40. <https://doi.org/10.1080/02678373.2011.563133>

- Schätzlein, L., Schlütter, D., & Hahn, R. (2023). Managing the external financing constraints of social enterprises: A systematic review of a diversified research landscape. *International Journal of Management Reviews*, 25(1), 176–199.
<https://doi.org/10.1111/ijmr.12310>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 25(3), 293–315.
- Schaufeli, W. B., Salanova, M., González-romá, V., & Bakker, A. B. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92.
<https://doi.org/10.1023/A:1015630930326>
- Schaufeli, W. B., Shimazu, A., Hakanen, J., Salanova, M., & De Witte, H. (2019). An Ultra-Short Measure for Work Engagement. *European Journal of Psychological Assessment*, 35(4), 577–591. <https://doi.org/10.1027/1015-5759/a000430>
- Sebring, J. C. H. (2021). Towards a sociological understanding of medical gaslighting in western health care. *Sociology of Health and Illness*, 43(9), 1951–1964.
<https://doi.org/10.1111/1467-9566.13367>
- Shaffakat, S., Otake-Ebede, L., Reb, J., Chandwani, R., & Vongswasdi, P. (2022). Mindfulness attenuates both emotional and behavioral reactions following psychological contract breach: A two-stage moderated mediation model. *Journal of Applied Psychology*, 107(3), 425–443. <https://doi.org/10.1037/ap10000878>
- Shane, T., Willaert, T., & Tuters, M. (2022). The rise of “gaslighting”: Debates about disinformation on Twitter and 4chan, and the possibility of a “good echo chamber.”

Popular Communication, 20(3), 178–192.

<https://doi.org/10.1080/15405702.2022.2044042>

Shapiro, D., & Hayburn, A. (2024). Medical gaslighting as a mechanism for medical trauma: Case studies and analysis. *Current Psychology*, 43(45), 34747–34760.

<https://doi.org/10.1007/s12144-024-06935-0>

Sherf, E. N., Venkataramani, V., & Gajendran, R. S. (2019). Too Busy to Be Fair? The Effect of Workload and Rewards on Managers' Justice Rule Adherence. *Academy of Management Journal*, 62(2), 469–502. <https://doi.org/10.5465/amj.2016.1061>

Shin, Y., Lee, E. J., & Hur, W.-M. (2022). Supervisor incivility, job insecurity, and service performance among flight attendants: The buffering role of co-worker support. *Current Issues in Tourism*, 25(6), 901–918.

<https://doi.org/10.1080/13683500.2021.1905618>

Simbula, S. (2010). Daily fluctuations in teachers' well-being: A diary study using the Job Demands–Resources model. *Anxiety, Stress, & Coping*, 23(5), 563–584.

<https://doi.org/10.1080/10615801003728273>

Simon, S. J. (2024). ESSENTIALIZED UTILITY: organizational adaptation to diversity initiatives. *Gender & Society*, 38(1), 33–59.

Soper, D. S. (2025a). *A-priori sample size calculator for hierarchical multiple regression*. [Computer software]. <https://www.danielsoper.com/statcalc/calculator.aspx?id=16>

Soper, D. S. (2025b). *Post-hoc Statistical Power Calculator for Hierarchical Multiple Regression* [Computer software].

<https://www.danielsoper.com/statcalc/calculator.aspx?id=17>

Spear, A. D. (2020). Gaslighting, Confabulation, and Epistemic Innocence. *Topoi*, 39(1), 229–241. <https://doi.org/10.1007/s11245-018-9611-z>

- Spector, P. (2012). Introduction: General versus specific measures and the special case of core self-evaluations. *JOURNAL OF ORGANIZATIONAL BEHAVIOR*, 33(2), 151–152. (WOS:000298918300001). <https://doi.org/10.1002/job.762>
- Stark, C. A. (2019). Gaslighting, Misogyny, and Psychological Oppression. *The Monist*, 102(2), 221–235. <https://doi.org/10.1093/monist/onz007>
- Stern, R. (2018). *The gaslight effect: How to spot and survive the hidden manipulation others use to control your life*. Harmony.
- Storm, K. I. L., & Muhr, S. L. (2023). Work-life balance as gaslighting: Exploring repressive care in female accountants' careers. *Critical Perspectives on Accounting*, 95. <https://doi.org/10.1016/j.cpa.2022.102484>
- Strauss, A., & Corbin, J. (1990). *Basics of qualitative research*. Sage publications.
- Suddaby, R. (2006). From the Editors: What Grounded Theory is Not. *Academy of Management Journal*, 49(4), 633–642. <https://doi.org/10.5465/amj.2006.22083020>
- Sweet, P. L. (2019). The Sociology of Gaslighting. *American Sociological Review*, 84(5), 851–875. <https://doi.org/10.1177/0003122419874843>
- Tair Tager-Shafir, O. Szepeswol, Maayan Dvir, & O. Zamir. (2024). The gaslighting relationship exposure inventory: Reliability and validity in two cultures. *Journal of Social and Personal Relationships*. <https://doi.org/10.1177/02654075241266942>
- Taylor, P. J., Russ-Eft, D. F., & Taylor, H. (2009). Gilding the Outcome by Tarnishing the Past: Inflationary Biases in Retrospective Pretests. *American Journal of Evaluation*, 30(1), 31–43. <https://doi.org/10.1177/1098214008328517>
- Tepper, B. J. (2000). Consequences of Abusive Supervision. *Academy of Management Journal*, 43(2), 178–190. <https://doi.org/10.5465/1556375>
- Thatcher, S. M. B., Hymer, C. B., & Arwine, R. P. (2023). Pushing Back Against Power: Using a Multilevel Power Lens to Understand Intersectionality in the Workplace.

Academy of Management Annals, 17(2), 710–750.

<https://doi.org/10.5465/annals.2021.0210>

Thorpe, R., Holt, R., Macpherson, A., & Pittaway, L. (2005). Using knowledge within small and medium-sized firms: A systematic review of the evidence. *International Journal of Management Reviews*, 7(4), 257–281. <https://doi.org/10.1111/j.1468-2370.2005.00116.x>

Tobias, H., & Joseph, A. (2020). Sustaining Systemic Racism Through Psychological Gaslighting: Denials of Racial Profiling and Justifications of Carding by Police Utilizing Local News Media. In *Race and Justice* (Vol. 10, Issue 4, pp. 424–455). SAGE PUBLICATIONS INC. <https://doi.org/10.1177/2153368718760969>

Tormoen, M. (2019). Gaslighting: How Pathological Labels Can Harm Psychotherapy Clients. *Journal of Humanistic Psychology*. <https://doi.org/10.1177/0022167819864258>

Tuckey, M. R., Li, Y., Huisy, G., Bryan, J., de Wit, A., & Bond, S. (2024). Exploring the relationship between workplace bullying and objective cognitive performance. *Work & Stress*, 38(2), 135–156. <https://doi.org/10.1080/02678373.2023.2251126>

Tumen, S., & Zeydanli, T. (2014). Day-of-the-Week Effects in Subjective Well-Being: Does Selectivity Matter? *Social Indicators Research*, 119(1), 139–162. <https://doi.org/10.1007/s11205-013-0477-6>

Tzani-Pepelasi, C., Ioannou, M., Synnott, J., & McDonnell, D. (2019). Peer support at schools: The buddy approach as a prevention and intervention strategy for school bullying. *International Journal of Bullying Prevention*, 1(2), 111–123.

Van den Brande, W., Baillien, E., De Witte, H., Vander Elst, T., & Godderis, L. (2016). The role of work stressors, coping strategies and coping resources in the process of

- workplace bullying: A systematic review and development of a comprehensive model. *Aggression and Violent Behavior*, 29, 61–71.
- Vega, G., & Comer, D. R. (2005). Sticks and Stones may Break Your Bones, but Words can Break Your Spirit: Bullying in the Workplace. *Journal of Business Ethics*, 58(1), 101–109. <https://doi.org/10.1007/s10551-005-1422-7>
- Vernon, P. J. (2024). Civilizational Politics at the Commonwealth Games: Identity, Coloniality and LGBTIQ+ Inclusion. *International Political Sociology*, 18(1), olad024. <https://doi.org/10.1093/ips/olad024>
- Walkden, S. M. (2023). “So It’s Like a Painful Period?” Living with Endometriosis: My Journey. In *Health Communication*. Routledge. <https://doi.org/10.1080/10410236.2023.2296189>
- Wall, M., Shiver, S., Partola, S., Steffes, N. W., & Ojeda, R. (2024). Racelighting in Utah education: Counterstories across contexts. *Equality, Diversity and Inclusion*, 43(3), 495–515. <https://doi.org/10.1108/EDI-11-2022-0328>
- Watson-Creed, G. (2022). Gaslighting in academic medicine: Where anti-Black racism lives. In *Canadian Medical Association Journal* (Vol. 194, Issue 42, pp. E1451–E1454). CMA-Canadian Medical Association. <https://doi.org/10.1503/cmaj.212145>
- Weed, M. (2005). “*Meta Interpretation*”: A Method for the Interpretive Synthesis of *Qualitative Research*. 6(1).
- Winter, M. (2023). Carrie’s first academic conference—On the possibilities of feminist storytelling and fiction in management. In *Gender, Work and Organization* (Vol. 30, Issue 6, pp. 2119–2129). WILEY. <https://doi.org/10.1111/gwao.13022>
- Wood, J. L., & Harris, F. (2024). Racelighting Black, Indigenous and People of Color in education: A conceptual framework. *Equality, Diversity and Inclusion*, 43(3), 400–409. <https://doi.org/10.1108/EDI-01-2023-0038>

- Woody, A. (2023). Racial Gaslighting in a Politically Progressive City. *Sociological Inquiry*.
<https://doi.org/10.1111/soin.12586>
- Wozolek, B. (2018). Gaslighting queerness: Schooling as a place of violent assemblages. *Journal of LGBT Youth*, 15(4), 319–338.
<https://doi.org/10.1080/19361653.2018.1484839>
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). Reciprocal relationships between job resources, personal resources, and work engagement. *Journal of Vocational Behavior*, 74(3), 235–244.
<https://doi.org/10.1016/j.jvb.2008.11.003>
- Xiao, J., & Mao, J.-Y. (2022). Negative role modeling in hospitality organizations: A social learning perspective on supervisor and subordinate customer-targeted incivility. *International Journal of Hospitality Management*, 102, 103141.
<https://doi.org/10.1016/j.ijhm.2022.103141>
- Yang, H., Cai, M., Diao, Y., Liu, R., Liu, L., & Xiang, Q. (2023). How does interactive virtual reality enhance learning outcomes via emotional experiences? A structural equation modeling approach. *Frontiers in Psychology*, 13.
<https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2022.1081372>
- Yao, J., Lim, S., Guo, C. Y., Ou, A. Y., & Ng, J. W. X. (2022). Experienced incivility in the workplace: A meta-analytical review of its construct validity and nomological network. *Journal of Applied Psychology*, 107(2), 193–220.
<https://doi.org/10.1037/apl0000870>
- Yuan, X., Xu, Y., & Li, Y. (2020). Resource Depletion Perspective on the Link Between Abusive Supervision and Safety Behaviors. *Journal of Business Ethics*, 162(1), 213–228. <https://doi.org/10.1007/s10551-018-3983-2>

Yukl, G., & Falbe, C. M. (1990). Influence tactics and objectives in upward, downward, and lateral influence attempts. *Journal of Applied Psychology*, 75(2), 132–140.

<https://doi.org/10.1037/0021-9010.75.2.132>

Zembylas, M., & Matias, C. E. (2024). White racial ignorance and refusing culpability: How the emotionalities of whiteness ignore race in teacher education. In *The Legacy of Charles W. Mills and The Racial Contract in Educational Justice* (pp. 43–64).

Routledge.

Ziano, I., & Polman, E. (2025). Prototypes of Victims of Workplace Harassment. *Personality and Social Psychology Bulletin*, 51(10), 1830–1846.

<https://doi.org/10.1177/01461672241235388>