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Factors associated with workplace ostracism in a hospital organisation

Work well-being in healthcare has been a global concern, particularly in the wake of the Covid-19 pandemic. Workplace ostracism, exclusion from social interaction in the workplace, has been greatly studied worldwide but it has received very little attention in Finnish work and organisational research. The aim of this study was to increase knowledge and understanding of the factors associated with workplace ostracism. Employees and managers from different professional groups at two Finnish university hospitals (N=569) participated in the study. Using a semi-structured questionnaire, respondents answered a variety of well-being at work items measuring perceptions of support from co-workers and the immediate manager, and their influence on working patterns, social climate (QPSNordic), and experienced and perceived workplace ostracism (WOS). The data were analysed using linear regression analysis. The analysis revealed that the main factors associated with workplace ostracism were social support from co-workers and a good social climate, which acted as protective factors against workplace ostracism. The results indicate that the experience of inclusion plays a significant role in supporting well-being at work.

Keywords: Workplace ostracism, healthcare, work well-being, regression analysis