

Idle Gossip and Dismissal: A Breeding Ground for Workplace Litigation

Jenni Gobind and Wilfred I. Ukpere

*Department of Industrial Psychology and People Management, Faculty of Management,
University of Johannesburg, South Africa*

KEYWORDS Code of Good Practice. Dismissal. Gossip. Misconduct

ABSTRACT This paper reflects on idle gossip in the workplace, which is part and parcel of the dysfunctional communication among individuals and groups. The paper analysed the hazard that gossip presents in the workplace. Gossip is often acknowledged as the primary instrument for communicating and spreading negativity. For this reason, managers and supervisors need to take active steps to control gossip. In doing so, disciplinary action and litigation in some instances are often the solution and outcomes and a harsh reality in absolving what may be regarded as human nature.