A HELPING HAND
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"Teamwork makes the dream work." A very common and cliché' saying for people engaged in activities that involve them to work with a team, usually a pushing mantra that supposedly orchestrates a synergy among members of a group in order for them to reach a desirable work result. This is also an unspoken rule that most workplaces must obey if they want to keep the team functioning like a well-oiled machine; otherwise, the work environment may not be as conducive and as productive rather toxic for the workers themselves.

According to Menon & Priyadarshini (2018), the authors of a study on the effect of workplace negativity factors on employee engagement mediated by emotional exhaustion, an employee is the most essential and valuable asset of an organization, if engaged and managed in the right way. Hence, engagement among employees is a factor that can best measure the stamina of the company. The degree to which an employee is committed to upholding the standards and ideals of his or her firm is known as employee engagement. A motivated employee is accountable for achieving his personal objectives and motivates his coworkers to do the same for the success of the company.

Research says that unhappy behaviors propagate from one person to another in a similar way to how joy does. Even a minor act of rudeness can affect those with whom may not have direct interactions. A survey that was carried out in the Human Resource department of a sizable international manufacturing company found that 10 percent of the employees who were more likely to have unfavorable encounters received overall performance ratings that were 30 percent lower than those of other employees. Job displeasure, a lack of motivation, and increased turnover can result from unfavorable or demoralizing events in an organization. According to the author of Workplace Incivility Christine Porath (2016), high performers who endure a lot of negativities at work, leave their company at a startling rate of 13 times more frequently than other workers.

There are seven factors that influence employee engagement, including the work environment, leadership, teamwork and coworkers, training and career development, compensation, organizational policies, and workplace well-being, according to a study of an Indian novelist Anita (2014). The results of this study demonstrate a strong correlation between employee engagement and workplace performance. It was very apparent that the working environment and the relationships between the team members were also found to be the largest influences on employee engagement.

Topchik's study (2000) entitled "A Study on the Effect of Workplace Negativity Factors on Employee Engagement Mediated by Emotional Exhaustion" asserts that unhappy or anxious workers are the origin of workplace negativity. Once a few employees become afflicted, it spreads like a virus to the entire company, decreasing

productivity and leading to a decrease in employee retention. It may also stem out to other negative effects such as disinterest and absenteeism.

One factor that contributes to lower employee engagement is abusive supervision. It is defined as the perception of subordinates of the extent to which the supervisors show hostile nonverbal and verbal behaviors. This excludes physical contact. The perception of a superior's behavior could vary in different contexts and also, different subordinates will naturally have different perceptions about their superiors. It is also studied by Tepper (2000) in his research entitled "Consequences of Abusive Supervision" in the literature that subordinates whose supervisors are highly abusive had higher turnover and unfavorable attitude towards their job and life. An employee who perceives more abuse from supervisors gets emotionally exhausted and ends up inflicting the same abuse to their coworkers.

Another heavily contributing factor is negative gossip. Gossip is common in the social world, as it is also a norm among local people, and it occurs both in public forums as well as face to face interactions which is usually done without the presence of the main subject of the gossip. From earlier studies it has been proved that employees do spread both negative and positive gossips alike about colleagues from their own teams and negative gossips are more often directed towards those employees who have less friends.

There are also studies that show gossiping about others acts as a way to stimulate relaxation and can even help bring the employees closer in an organization. Gossips between female pairs tend to be more negative than between males or cross-gender pairs and women were found to encourage gossips in same gender friendships to make social comparisons.

An unfortunate effect of the two aforementioned factors is emotional burnout. The earliest source for the concept of burnout was Maslach's theory. This hypothesis contends that emotional tiredness, decreasing personal accomplishment, and depersonalization are the three main elements of burnout, with emotional exhaustion having the greatest impact on an individual. Emotional exhaustion at the workplace is a state which is caused by emotional and psychological demands made on employees. It is also studied that work-family conflicts and work-role conflicts are positively related to emotional exhaustion. But it is the bond and social support among subordinates that help alleviate these stresses.

With these in mind, it can never be denied that the human relations founded by people in workplaces are a vital strand not only for the company, group, or organization they are working with, but more importantly on preserving the harmony within the group and the peace within themselves while doing their designated contributions to work. Therefore, it should be trained and inculcated with great interest, the development of healthy relationships in workplaces as well as the push for healthy human relations in general.

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