

Sentiment Analyses of Linguistic Ostracism and Employee Voice Behavior in Pakistani Employees Working Abroad

ABSTRACT:

Linguistic ostracism remains a major psychological and linguistic challenge among immigrant workers, affects their social lives, well-being and productivity at work. Between 2022 and 2025, around 2.9 million Pakistanis left the country for employment. Previous researches on Pakistan had largely overlooked linguistic ostracism's impact on employee voice behavior among expatriates particularly utilizing sentiment analysis method. It made linguistic ostracism a crucial topic for scholarly investigation in Pakistani immigrants. This study aimed to investigate the presence and intensity of linguistic ostracism and employee voice behavior and relation among them in Pakistani overseas employees. It may also help to improve the mental health, social life and workplace productivity of Pakistani employees working overseas by learning the coping strategies of ostracism and employee voice behavior. The study employed natural language processing (NLP) and, in particular, the sentiment analysis methodology to analyze the data by using R-Studio. Data was collected from 70 Pakistani employees working outside Pakistan by distributing self-made open-ended questionnaire electronically. Cross sectional research design was used to conduct this research. Lexicon-based sentiment analyses, correlation and regression analyses were done to investigate the nature and strength of relation between LO and EVB. Results suggested negative emotions relevant to linguistic ostracism, employee voice behavior and reduced employee voice behavior in employees. No significant relation was found between LO and EVB. It was also found that linguistic ostracism was not the good predictor of employee voice behavior in Pakistani employees working abroad. Findings of this study would contribute organizations to develop inclusion-focused policies to bring innovation in multilingual workplace settings. This study will also help AI tools designers to design emotion-based tools to improve social interactions among expatriates in multilingual workplace settings.

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Introduction

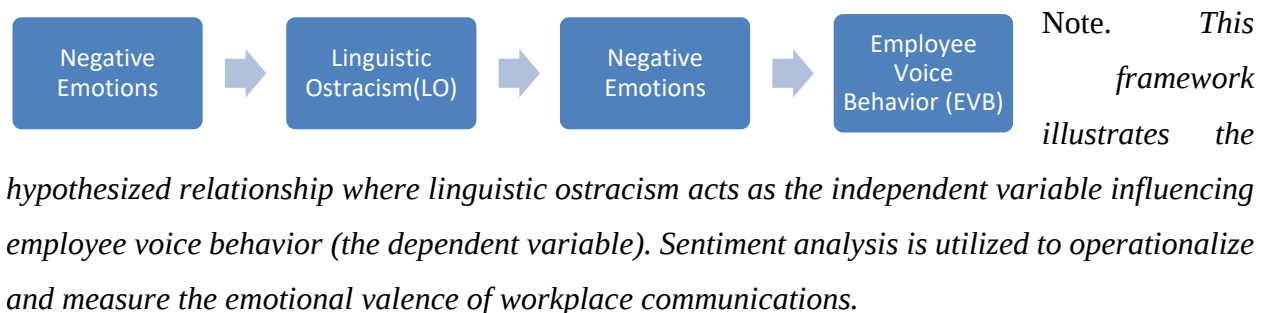
The trend of studying and working abroad had abruptly increased and people are visiting second languages countries for a bright future. During their stay, they face lots of issues due to cultural and language barriers like Linguistic Ostracism (Hogg & Abrams, 1988; Matschke & Sassenberg, 2010) that negatively influences their performance and personality. Previous researches had explored Linguistic Ostracism in detail but limited research has been done on the emotions of Linguistic Ostracism in Employees, Linguistically ostracized Pakistani employees working abroad and emotion based results of employee voice behavior.

Linguistic Ostracism is an exclusion of an employee from group discussion and feelings

relevant to it because he was unable to understand that language in detail. So, the title of this research was mainly focusing on two areas of study: Linguistics and Psychology/Behavior. Additionally, this research will study the influence of Linguistic Ostracism on employee voice behavior. These factors are studied under the umbrella of Psychology and Linguistics. The purpose of this research is to help foreign residing Pakistani employees to prepare themselves for language barrier and to further help organizations to design more inclusive environment-based policies for multilingual settings.

1.1. Conceptual framework

Figure 1. *Theoretical Framework of Sentiment Analyses of Linguistic Ostracism and Employee Voice Behavior*



Problem Statement

Effective communication between people or groups who speak different languages is hampered by linguistic barriers. Language boundaries can cause misunderstandings, misinterpretations and communication breakdowns in today's multicultural and interconnected society (Mutairi, 2024). In business, these obstacles decrease productivity and worsen customer relations (Harzing & Feely, 2008). One of the biggest and most significant cultural challenges for immigrants is the language barrier, which frequently serves as the main barrier to social integration, efficient communication, and obtaining necessary services.

According to the Bureau of Emigration and Overseas Employment, around 2.9 million Pakistanis have sought employment overseas from 2022 to 2025 as employment opportunities decline and economic concerns worsen (Ahmad, 2025). During their stay, they face lots of language issues like Linguistic Ostracism subtle exclusion through language that negatively

influences their performance and personality (Matschke & Sassenberg, 2010) and can undermine employees' willingness to express ideas or concerns (voice behavior). However, traditional surveys and interviews have been used to study these dynamics, but they may fail to capture the emotional nuances and real-time sentiment embedded in workplace communication. With the advancement of sentiment analysis and natural language processing (NLP), it has become possible to quantitatively assess emotional tones and linguistic patterns that reflect ostracism and voice behavior. This study will address the problem of identifying and analyzing linguistic ostracism and its impact on employee voice behavior in overseas Pakistanis using sentiment analysis techniques to improve understanding and management of inclusive communication in organizations.

Research Gap

Generally, important moderating factors relevant to expatriation such as host-country language proficiency, cultural intelligence, diaspora support network, or relocation stress have been largely ignored. Although prior research has abundance of investigation on workplace ostracism and employee voice (survey studies) focused on Pakistan, there is a dearth of literature that investigates the effects of language-based exclusion on the employee voice behavior (both promotive and prohibitive) of Pakistani employees working overseas (Khan, Murtaza, & Zeshan, 2025). Few studies use NLP-based sentiment analysis or other text-based methods to capture the underlying emotional or attitudinal responses to linguistic ostracism (Fiset, & Bhavé, 2021). Instead of viewing employee voice as a dynamic, opinionated text that can be quantified using scales, most sentiment studies view it as a static, opinionated text that cannot be changed by modeling with natural language processing (Um-e-Rubab & Naqvi, 2020). Finally, the temporal dynamics (how linguistic ostracism and employee voice behavior evolve over the duration of expatriate assignment) remain under-studied.

Research Objectives

1. To explore the sentiments relevant to Linguistic Ostracism in Pakistani Employees working abroad?
2. To explore the sentiments that influences the Employee Voice Behavior in Pakistani Employees working abroad?

3. To analyze the sentimental influence of Linguistic Ostracism on Employee Voice Behavior of Pakistani Employees working abroad?

Literature Review

Current organizational research on workplace communication has emerged as critical factor among foreign employees that is shaping and directly influencing their behavioral responses and psychological experiences at workplace (Williams, 2001). Among them, ostracism is one the most leading negative psychological experience that employees face at their workplace.

From years, ostracism was traditionally studied with the focus on direct social rejection, but now it has extended to communications at workplace because of language patterns to convey acceptance or rejection to the other person. To left out a person from discussions or general talks of organizations, ignoring conversational contributions or using unfamiliar linguistic styles e.g. pronunciation, grammar, vocabulary, accent etc. called Linguistic ostracism (Ferris et al., 2008). Mainly, there are three dimensions of LO:

- Implicit Neglect: These are subtle cues to exclude a person from dialogues or responses.
- Digital Ostracism: It is a modern form of exclusion occurs through digital platforms e.g. online group chats, emails.
- Explicit Exclusion: It is an overt linguistic signal to indicating rejection.

Existing literature suggested that increase in ostracism leads to reduction in employee engagement and organizational commitment in employee in context of organizational settings. It is also concluded by researches that ostracism cause heightening in withdrawal behaviors and workplace stress. But these prior researches had largely focused on general workplace ostracism and lack linguistic dimension.

Fiset and Bhave (2019) suggested that linguistic factor is most important to evaluate because communication is the key of social acceptance, belongingness and the sign of identity. Particularly for overseas employees, exclusionary experiences occur more than other employees because of difference in vocabulary, accent, communication style and pronunciation that affect quality of interaction and workplace participation at multilingual workplaces. Additionally, speaking a non-mutual language in multilingual diverse group marks boundaries among them. Even an unintentional shift to native language threatens the social identity and sense of

belongingness of other group members. This study will help to bridge the gap of studying ostracism in foreign employees under multilingual workplace setting.

As this study is evaluating LO from sentimental and emotional perspective, so it was crucial to look into the relation between linguistic ostracism and type of emotions relevant to it. According to Williams and Nida (2011), ostracism does not include any physical assault or verbal abuse, but it is still a painful experience for person because it threatens his psychological needs like control, self-esteem, belongingness and meaningful survival. Most importantly, it unleashes various cognitive, behavioral, physiological and affective responses of person.

H1: Linguistic Ostracism was relevant to negative emotional experiences in Pakistani employees working abroad.

Previous studies examined various withdrawal behaviors, resulted from exclusion, but employee voice behavior is the most threatening one. Employee voice behavior is an idea to improve organizational functioning at workplace by communicating ideas, thoughts, opinions and concerns to others (Morrison, 2011). Tian et al. (2025) confirms the types of communication presented by Van Dyne & LePine in 1998. According to their exploration, employee voice behavior has two types: Promotive and Prohibitive voice. Promotive voices are the communications that improve the organizations by constructive suggestions while prohibitive voices are the communications (may be non-verbal as person keep silent in it) that focus on preventing and avoiding harmful circumstances. These voices are the behaviors that actually originate from leadership styles in organization, person's own psychological traits like self-efficacy, motivation or the culture of organization e.g. perceived organizational support, ostracism. Although prior researches concluded that employees' willingness to speak reduce due to exclusion at workplace but emotional expressions of linguistic ostracism and its role to shape employee voice behavior is under explored yet.

Additionally, a research was conducted to evaluate the buffer effect of emotional suppression to reduce negative consequences of workplace ostracism on the performance of employees. Results confirmed that workplace ostracism decreased employees' performance at workplace by reducing their employee voice behavior and making them more silent during job. Another important finding confirmed that high voice behavior with emotionally suppressed employees had low performance than those who choose to remain silent and suppress their

emotions. Remained silent helped these employees to regain their self-worth after exclusion (Imran et al., 2023). These studies collectively indicate that exclusionary experiences reduce productive communication among employees. But these studies mainly study ostracism as broad spectrum and ignore exclusion embedded in everyday linguistic interactions of employees.

Employee voice behavior of this research was well described by a theory called employee voice theory (Morrison, 2011). According to this theory, speaking up necessitates emotional and psychological safety as well as personal danger. Employees are more likely to withhold feedback, worries or recommendations as a self-defense mechanism when they feel unpleasant emotions as a result of linguistic exclusion. Emotional responses are therefore a crucial mediation factor that connects diminished vocal behavior to linguistic exclusion.

H2: Employee voice behavior was relevant to negative emotional experiences in Pakistani employees working abroad.

Several past researches had confirmed the negative association between linguistic ostracism and employee voice behavior in different contexts of organization. Srinivasan and Majumdar (2025) suggested significant negative relation between workplace ostracism and employee voice behavior. Spearman's correlation results found very weak but negatively significant relation between workplace ostracism and employee voice behavior. Results also confirmed psychological capital (factors of resilience, hope, self-efficacy, and optimism) as moderator between workplace ostracism and employee voice behavior. This research was designed to help organizations develop more inclusive environment for employees.

The study found that linguistic ostracism exhibited predominantly negative emotional responses, which were significantly associated with diminished voice behavior in the workplace. Prior studies have shown that workplace ostracism negatively affects employee voice behavior, with ostracized individuals more likely to withhold suggestions and remain silent in interactions with supervisors and peers. For instance, Wu and colleagues (2018) demonstrate that workplace ostracism negatively influences both promotive and prohibitive voice by frustrating psychological needs, resulting in overall reductions in discretionary behavior to improve organizational functioning.

LO → Emotion → Employee Voice Behavior

Recent researches also started exploring linguistic ostracism and its antecedents and

precedents. An indigenous research was conducted on linguistic ostracism and employees' destructive voice behavior. It was three-wave, multisource study of 256 employees where supervisors had also recorded their responses. It had checked the mediating role of psychological ownership in details. Results confirmed negative relation between LO and employees' destructive voice behavior and psychological ownership as mediator (Khan et al., 2025). Likewise, experimental findings by Dotan-Eliaz et al., (2009) demonstrated two opposite phenomena of linguistics: linguistic ostracism (LO) and linguistic inclusion (LI).

In linguistic ostracism, people communicate in a language that others do not understand but linguistic inclusion is the opposite of it. In inclusion, people try to communicate in a language that others understand easily. In methodology, two Russian-speaking confederates were hired to expose the participants of this study to LO and LI. They have provided a brainstorming task to participants on whom they were evaluated both individually and in groups or team work. Results revealed that participants suffered from LO had more negative emotions than inclusion like less perceived team potency, anger, feeling of rejection, less attracted towards their co-workers etc. at group level. However, no effect was seen at individual level. It was also noticed that people with high social self-esteem performed better in LO than LI. It was concluded that Linguistic ostracism had more adverse effects on participants with low social self-efficacy in group settings rather than individually.

As this study is evaluating the sentiments and emotions behind linguistic ostracism in foreign employees, Affective Events Theory called AET was taken a lead role in it. In organizations, communication among employees influences their willingness to speak about anything. According to AET theory, emotional experiences of an individual shape his attitudes and behaviors. In workplace settings, day to day workplace happenings influence the emotional responses of employees to these happenings and it ultimately affects their performance, job commitment and job satisfaction. This theory is also applied to the decision-making behavior of employees in complex scenarios. Linguistic ostracism is also viewed emotionally in this research. So, this research had focused on emotional valence and sentiment polarity of LO on employee voice behavior (Junça-Silva & Lopes, 2023).

Another theory Social Identity and Self-Categorization Theory was presented by Tajfel and Turner. According to this theory, whenever a person is excluded from any gathering, it diminishes

his sense of belongingness and he started feeling loneliness. This loneliness suppresses his employee voice behavior (Trepte & Loy, 2017). After applying this theory at workplace, it can be concluded that whenever employees experience exclusion at workplace e.g. excluded from online chat, meetings, discussions, informal gatherings, emails etc., it creates a sense of loneliness in them and causes a reduction in their belongingness. This reduction leads them towards staying silent and avoiding people and situations at workplace (Katherine et al., 2003).

According to Social exclusion theory presented by Williams, any discriminatory communication experienced by an individual that jeopardizes his basic desires for social acceptance and belonging might have negative psychological effects on his mental health and well-being. It focuses on individual's psychological reaction to social rejection. This theory clearly explained the linguistic ostracism aspect of this study due to being linguistically marginalized at workplace interactions. This theory is also called Ostracism theory and temporal need-threat model (Abrams et al., 2009).

On the bases of self-determination theory, Jian, Li, Gong, Zhang, & Siwei, (2022) conducted a research on relationship between workplace ostracism and deviant behavior. Findings concluded significant positive relation between workplace ostracism and employees' deviant behavior. It was also confirmed that basic psychological needs acted as mediator and perceived inclusive climate acted as moderator by weakening the relation between ostracism and deviant behavior. Changhua et al. (2023) conducted a three-wave survey study on 233 Chinese employees to evaluate relation between workplace ostracism and interpersonal deviance. It was found that workplace ostracism was positively linked with interpersonal deviance. Also, some boundary conditions were found in this relation like low self-control made it stronger and moderating effect of self-control is high only when this effect is negative.

H3: There was negative significant relation between linguistic ostracism and employee voice behavior and linguistic ostracism is a good predictor of employee voice behavior in Pakistani overseas employees?

Past literature had lack of sentiment analyses of linguistic ostracism and employee voice behavior by using latest AI tools like NLP. No previous research had found on linguistic ostracism and language relevant issues in Pakistani overseas employees. So, this research helped to fill all these gaps. It had studied sentiments related to linguistic ostracism and tried to find the presence

of linguistic ostracism in Pakistani overseas employees by evaluating the type of emotions exist in their responses. It had also done theoretical driven analyses of linguistic ostracism and employee voice behavior by identifying the emotions of both these variables. The current study used a computational text-analytic technique to empirically investigate dynamics of it. Earlier researches conceptualized language ostracism as a subtle but substantial type of workplace exclusion. They also emphasized the detrimental impacts of linguistic ostracism on employee voice behavior.

The literature explained the difficulty to identify exclusionary communication using pre-defined standard measures alone because it is frequently ingrained in everyday language use and emotional responses. As a result, sentiment analysis provided a discreet and methodical way to find affective patterns in employees' textual replies, such as negative polarity and emotions like sadness, fear and disgust. This study focused on methodological innovation in organizational research. It permitted a comprehensive investigation of emotional roots in workplace communication by operationalizing linguistic ostracism and employee voice through lexicon-based sentiment metrics. The sentiment lexicons, data sources and analytical techniques used to convert these theoretical ideas into actual investigation were described in the section that followed.

This research had evaluated both variables through an indigenous analyzing method of NLP and computational linguistics. These AI tools automatically extract affective content from textual/comment-based data. This process had originated from social media and consumer behavior but now extended to organizational context like Human Resource Management and Organizational behavior to assess employees' interpersonal dynamics, attitudes and emotions (Zhang & Liu, 2012). Sentiment analyses can be run by three techniques: Lexicon-Based Methods, Machine Learning Models and Deep Learning Approaches. This study used Lexicon-based method that is predefined dictionaries of words to interpret hidden sentiments in text.

Nandhini and Pradeep (2020) suggested an approach to extract implicit aspects from documents. It was done by taking use of the relationship between explicit aspects and opinionated words as well as the frequency of co-occurrence of aspect and feature indicator. The two areas of aspect-level analysis that Ma et al. (2019) addressed were the explicit position of context in an opinionated statement and presence of several aspects in a single sentence with different polarities. A sentiment analysis is done at three levels of research: document level, sentence level and aspect level. This study had done sentiment analyses at aspect level in which a person provides his opinion

about specific situation and aspect. This is the toughest level from all due to high subjectivity. The two components (issues) of aspect-level analysis that Ma et al. (2019) addressed were the explicit position of context in an opinionated sentence and several aspects with distinct polarities in a single sentence. To resolve this problem, a two-stage model based on LSTM. This paradigm operated under the premise that context words that are closer to an aspect are more pertinent and require more consideration than terms that are farther away. In the first stage, the model uses a position attention mechanism to take advantage of various aspects of a text one at a time. At the second stage, it simultaneously determines the polarity of each team and finds (aspect, phrase) pairs based on the aspect's location and the surrounding context.

Sentiment analyses had also evaluated this study by using theoretical approaches. The present study contributed to literature by merging organizational behavior theories with computational text analyses and investigated how linguistic ostracism shapes emotional expression and employee voice behavior among Pakistani employees working overseas.

Research Methodology

Several crucial steps were involved in the application of sentiment analysis for language exclusion and employee voice behavior, from collecting employee responses to evaluating the information and acting on the conclusions drawn. Data collection, text analysis utilizing Natural Language Processing (NLP), sentiment scoring and analysis, and actionable insights through real-time monitoring were the phases of the process.

According to Creswell (2013, p. 45), qualitative research offers rich, in-depth insights into participants' viewpoints and permits a thorough investigation of complicated phenomena like language challenges. Furthermore, qualitative approaches are appropriate for comprehending the complex experiences of people with language challenges. So, mixed research methodology was adopted as data was collected in open-ended form (Qualitative) and analyses were done in quantitative manner by scoring the hidden emotions in responses (Quantitative).

Lastly, cross sectional research design will be used to conduct this study as data will be collected and analyzed at single point in time. Qualitative methods are suitable for understanding the nuanced experiences of individuals facing language barriers. Creswell (2013) emphasizes that qualitative research allows for an in-depth exploration of complex phenomena and provides rich, detailed insights into participants' perspectives. Qualitative methods are suitable for

understanding the nuanced experiences of individuals facing language barriers.

Data Collection Tools and Sampling

To achieve this end, responses of respondents will be fed into the prototype for an automated analysis in this study. Based on the individuals' time availability, only one open-ended question was posed to them for each of the study's variables. Respondents were asked about their experiences with linguistic exclusion and employee voice conduct at work, as well as any feelings or emotions related to those events and how those experiences affected their views and behaviors going forward. Emotive affective words were thus be targeted in responses (Ali et al., 2017). These responses were processed through the tool where linguistic variables were recognized and sentiment scores given to emotive words (Qazi et al., 2017).

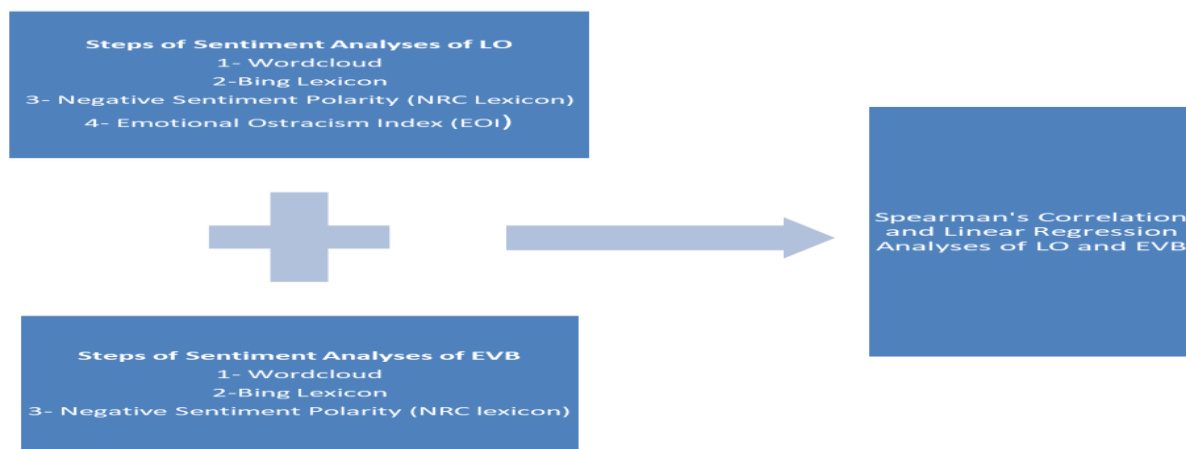
Sample of this study was Pakistani employees working abroad. Data was collected on the bases of availability, convenience and researcher's judgment to select participants who were considered most appropriate for the study's goals (Vehovar et al., 2016). So, non-probability purposive sampling technique was used to choose the sample of this study because purposive sampling allows researchers to select participants who have specific characteristics or experiences relevant to the research questions (Patton, 2002). This approach ensured that the study captured a wide range of perspectives on language barriers and their impact on communication. Online Google Form was generated to collect responses from 70 Pakistani employees residing and working out of Pakistan.

Data Analysis Plan

Data was analyzed using AI driven tool called Sentiment Analyses by using R-Studio. After the employees provided the data, the first stage in the analytic process was to determine the total number of words in each employee comment and to count the number of most repeated words in all comments. Terms with high frequencies were included in this first word bank, which aided in identifying the terms that appear frequently in the World Bank called word cloud. The foundation for comprehending every employee experience was this unified word bank. Data cleaning was the second stage of this where both variables' data was filtered out for further analyses. All words were converted to lowercase and punctuation was eliminated (Young & Gavade, 2018).

Lastly, the statistical computing language, R, will be used to scan each employee survey

comment to do the comparison of words with the predefined word dictionaries. These word dictionaries will then be classified into appropriate category of negative and positive sentiments called polarity sentiment distribution or Bing Lexicon (Young & Gavade, 2018). These text units will generate a compound value. Sentiment Analyses considers hidden emotions, tone and context that uses irony to provide a general sense of the emotional distribution throughout the text, like, from high to low negative emotions scores called negative emotional profile (Arguedas et al., 2018). The comments were sorted into a proper emotional group using the probabilistic Naïve Bayes classifier. Based on the R software's emotions of wrath, disgust, fear and sadness, a sophisticated level of text analysis classified the comments into NRC lexicon (Chaturvedi et al., 2019). During the analyses of linguistic ostracism, a descriptive scale was used by R-Studio called Emotional Ostracism Index (EOI) to confirm the emotions relevant to LO. Spearman's correlation and linear regression analyses were also the part of this research to check the relation between ostracism and employee voice behavior. Results were presented graphically by plotting a dot plot



between linguistic ostracism and employee voice behavior.

Figure 2. Data Analyses Flow of Analyses of LO and EVB in Pakistani Employees Employing Overseas

Note. This flowchart outlines the sequential stages of the data analysis process. LO = linguistic ostracism; EVB = employee voice behavior.

Ethical Considerations

Participants' well-being, privacy and rights were fully protected throughout the research

process. All standard ethical guidelines to conduct a social sciences research were followed in this study. Self-developed online Google form questionnaire was used for data collection. Participation in this study was purely on voluntary bases and did not harm the relation of employee with researcher, their employment status and performance review in the company. In the start, purpose of study and right to withdraw at any stage (without negative consequences) was clearly mentioned in the form.

Consent was also taken from participants. Confidentiality and anonymity of participants' responses were strictly maintained due to the absence of personally identifiable information like name, email, contact number or organization name). Participants had full liberty to share their experiences and feelings openly without disclosing sensitive personal and organizational details. This researched must be used solely for academic and educational purposes. Due to the sensitivity of research topic, care was taken to reduce any psychological pain because of it. No deception was involved in this research.

Findings and Discussion

Sentiment Analyses of Linguistic Ostracism

For the analyses of data, multiple R functions and Packages were used in R programming language to conclude results like Word cloud and Polarity sentiment distribution graph using tidy text package.

According to H1, Linguistic Ostracism had predicted by negative emotions. To analyse this phenomena, four analyses were performed. First analyses were called Wordcloud that showed the frequency of words used in data by changing their size, means higher the frequency of word, greater the size of it (Atenstaedt, 2012). In Figure 3, multiple words were highlighted from which some were indicating Linguistic Ostracism like excluded, exclusive, uncomfortable, devalued, hard, hiding, barrier, difference etc. According to a research, a person who suffers exclusion, devaluing and ignorance is actually suffering from intensely painful experience that also harms his physical and mental health. (Eisenberger, 2012; Ferris et al., 2019).

Figure 3. *A Word Cloud of Most Frequently Used Adjectives of Linguistic Ostracism*

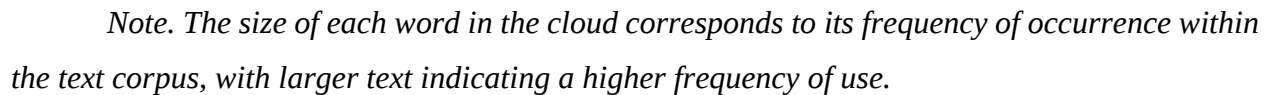
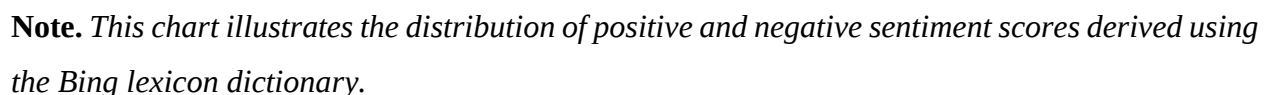


Figure 4. *The Polarity Sentiment Distribution of Linguistic Ostracism Based on the Bing Lexicon*



To further evaluate hypothesis 1, further sentiment analysis was performed using the Bing sentiment lexicon. For this, words were divided into positive and negative categories to investigate the polarity of linguistic ostracism comments in context of emotions. Firstly, data (in the form of text) was tokenized then compared to the lexicon that results into frequencies of both sentiments.

The findings show that the discourse surrounding linguistic exclusion is dominated by negative attitude. Figure 4 illustrated that there were much less positive sentiment words ($n = 124$) than negative emotion words ($n = 203$). This clear distribution of emotions indicated that emotionally negative language is the most important characteristic of linguistic exclusion. The dataset's high frequency of negative expressions of emotions was reflected in the polarity divergence, illustrating the emotionally exclusive aspect of linguistic exclusion Pakistani employees who are working abroad.

In order to further validate hypothesis 1 of this study, two approaches were used: Theory-driven LO relevant emotions and Emotional Ostracism Index (EOI). These mechanisms were identified when the relevance of negative sentiments to linguistic ostracism was proven.

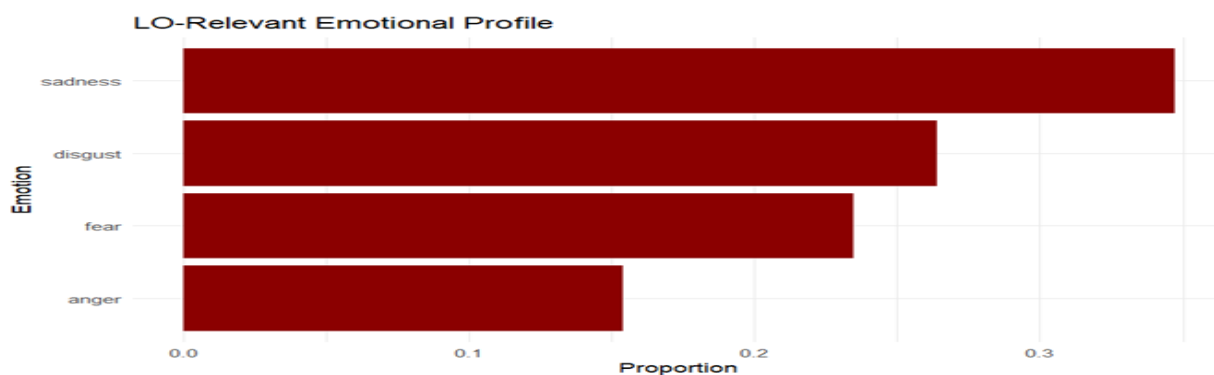
In primary approach, emotions relevant to LO were analyzed using a theory-based framework derived from ostracism theory (Williams, 2007). Instead of focusing on polarity of sentiments, evaluation of emotional patterns can help to successfully identify verbal ostracism by concentrating on theory-driven emotional signals. As figure 4 showed, there was a clear existence of non-uniform emotional pattern in linguistic ostracism like sadness, disgust, fear and anger. Specially, the most common emotional categories were sadness ($n = 167$ words) and disgust ($n = 127$ words), followed by fear ($n = 113$) and anger ($n = 74$). As negative emotions are emerging more frequently and in greater extent than positive ones, it is indicating perceived threat and emotional distress among Pakistani employees residing and working abroad. While emotions such as trust and anticipation were also observed, these appeared alongside dominant negative emotions rather than replacing them, suggesting complex emotional framing within ostracism narratives.

Ostracism theory, which holds that social isolation jeopardizes basic human needs including control, belonging, purposeful existence and self-esteem, is supported by the prevalence of anger and sadness (Williams, 2007). Anger is a transgression of social norms and a response to unfair treatment and whereas sadness is a reflection of perceived social loss and emotional suffering. According to Ostracism theory, Ignorance, marginalizing through language choice and

exclusion from meaningful engagement generates strong negative affective emotions that are the obvious signs of linguistic nature of ostracism. Instead of focusing on polarity of sentiments, evaluation of emotional patterns can help to successfully identify verbal ostracism by concentrating on theory-driven emotional signals (Williams, 2007).

As fear is prevailing at third in figure, it is aligned with fear-related emotions of Affective Events Theory (AET). According to this theory, interactions at work are affective events that might elicit feelings that influence attitudes and actions of employee's at workplace. Instantaneous, transient emotional reactions to negative occurrences have more frequent and intense effect than positive happenings. Additionally, emotional states influence both actions arising from more persistent attitudes (called judgment-driven behaviors) and immediate, frequently unpredictable actions (called affect-driven behaviors). Figure X of this study also suggests existence of negative emotions in employees working abroad due to facing linguistic ostracism phenomena at their workplace. Facing negative emotions produce negative attitudes and actions in linguistically ostracized Pakistani employees working abroad (Weiss & Daniel, 2005).

Figure 5. *Negative Emotional Profile of Linguistic Ostracism*



Note. This visual represents the distribution and intensity of specific negative emotional categories (e.g., anger, sadness, fear) associated with instances of linguistic ostracism within the dataset.

To validate the dominance of ostracism-related emotions, a weighted Emotional Ostracism Index (EOI) was computed in by aggregating distinct word–emotion associations derived from the NRC lexicon in secondary approach. By combining several word–emotion associations from the NRC vocabulary, a weighted Emotional Ostracism Index (EOI) was measured that means higher values indicate stronger emotional dominance of ostracism. EOI is not an established standard

scale but a subjective measure that calculates the subjective experience of employees' emotions resulted from being ignored or excluded and also indicted voice behavior of employees. Results suggested that EOI index was greater than 0 and equal to 128 that was a composite and corpus-level index and confirmed the prevalence of exclusion-related emotional expressions in the data. Anger, despair, fear, and contempt were the most prevalent emotions in the corpus, as confirmed by the EOI's positive result because positive weights have negative emotions.

"EOI > 0 indicates emotional dominance of ostracism."

EOI = 128 is a composite, corpus-level index.

For further analyzing this study, employee voice behavior was also investigated sentimentally in an independent way to identify the type of emotions relevant to it due to experiencing LO by Pakistani overseas employees. To achieve this, further analyses was done on it that was described in above mentioned theory.

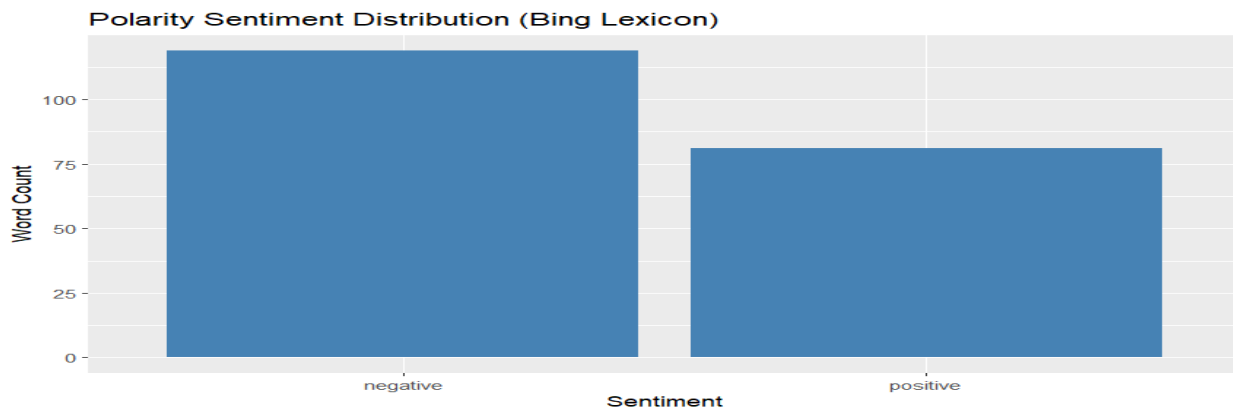
Sentiment Analyses of Employee Voice Behavior

The present study found that employees experiencing linguistic ostracism exhibited predominantly negative emotional responses, which were significantly associated with diminished voice behavior in the workplace. Prior studies have shown that workplace ostracism negatively affects employee voice behavior, with ostracized individuals more likely to withhold suggestions and remain silent in interactions with supervisors and peers. For instance, Wu and colleagues (2018) demonstrate that workplace ostracism negatively influences both promotive and prohibitive voice by frustrating psychological needs, resulting in overall reductions in discretionary behavior to improve organizational functioning.

A cluster of words of various sizes on the bases of their repetition/frequency in data to indicate patterns or themes about main topic called Wordcloud (Bao & Wang, 2021). In H2 hypothesis, emotions relevant to employee voice in Pakistani employees working abroad while experiencing linguistic ostracism were investigated. For this, Wordcloud technique was used with the help of R-Studio to see highlighted terms in the text data of current study. Results in figure 6 indicated negative emotion words like avoid, silent, fear, misunderstood, frustrating, discouraged etc. related to employee voice behavior. Stanca, Dabija & Câmpian (2023) stated that frequency and content of words corpora in Wordcloud reveals logical insights about behavioral phenomena. In current research, visualization of exclusionary words was reflecting the dysfunctional

consequences.

Figure 7. *The Polarity Sentiment Distribution of Employee Voice Behavior Based on the Bing Lexicon*



Note. This chart illustrates the distribution of positive and negative sentiment scores for employee voice behavior, derived using the Bing lexicon dictionary.

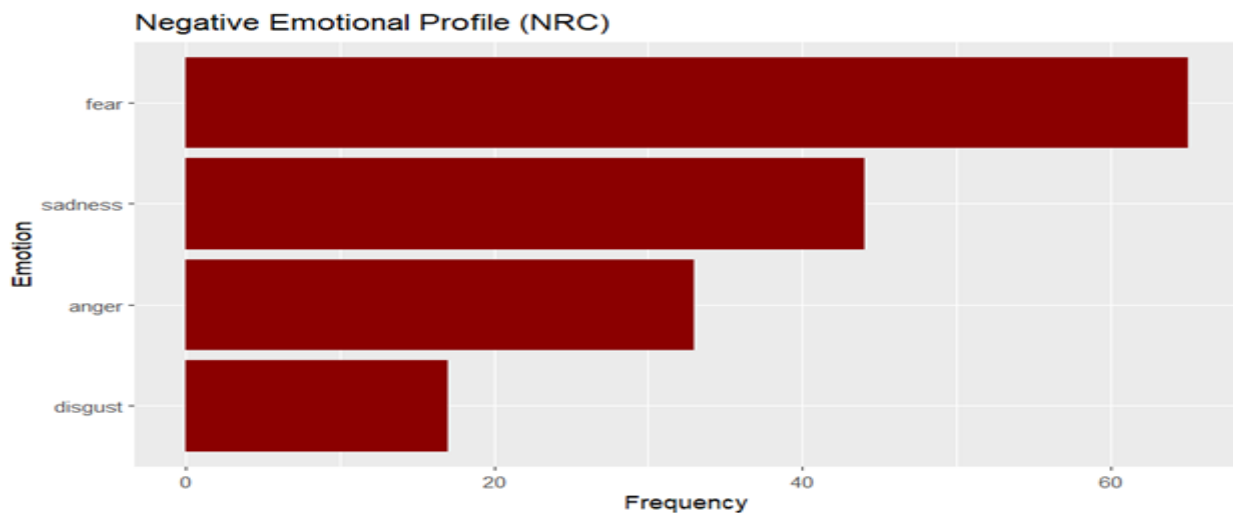
To identify the emotional depth of sentiments, Negative Emotional profile was investigated in detail by assessing sentiment polarity with the help of Bing lexicon. Although, NRC positive words were more than negative ones in this study, but those words were not the whole explanation of this study because negative emotions were higher than positive emotions sentence/statement wise. “The NRC emotion analysis revealed a higher frequency of positive-labeled words compared to negative ones. Crucially, this study found that negative emotional categories like fear, anger and sadness were prevalent, which is consistent with the theoretical predictions of language exclusion. Figure 8 explained the frequency of each negative emotion related to Linguistic ostracism: fear was 65, sadness was 44, anger was 33 and disgust was 17. These findings indicated that overseas Pakistani employees experienced fear and sadness more than anger and disgust in sharing their ideas and thoughts (called employee voice behavior) at workplace due to Linguistic ostracism. Shortly, this is Negative Emotional Profile overall. These results can be justified by Affective event theory which states that experiencing exclusion at workplace provokes some emotional reactions in person which ultimately shape his responses, attitudes and behavior at workplace. So, fear and sadness are existed higher than other negative emotions in the respondents of this study and negatively influences the employee voice behavior of Pakistani overseas working there.

Kish-Gephart et. al. (2009) investigated that fear has strong relation with reduced voice

behavior and workplace silence from very old. According to this study, whenever employees experience negative consequences like job insecurity, exclusion, punishment from speaking up, it produces sense of fear among them. This fear motivates them to stay silent and avoid talking to colleagues. However, in reality they are trying to prioritize their self-protection by diminishing the exposure to perceived threats. So, empirical research confirms that negative evaluations or reprisal in organizational settings creates fear that significantly reduces employee voice behavior and enhances silence behavior.

Brykmanw et al. (2024) researched on workplace silence. Their findings suggested that sadness at workplace leads to low or depressive mood episodes in employees. Such employees perceived their voice as ineffectual and non-valuable. These employees are more prone to adopt ineffective silence modes because they considered their voice as pointless or unhelpful. This kind of behavior motivates further silent behavior in employees. In this study, Pakistani overseas employees are also experiencing sadness at workplace which is reducing their behavior to share their ideas and thoughts at workplace and increasing silence among them.

Figure 8. *Negative Emotional Profile of Employee Voice Behavior*



Note. This visual represents the distribution and intensity of specific negative emotional categories associated with employee voice behavior within the dataset.

Relation between LO and EVB

In order to investigate H3, relation between LO and Employee Voice Behavior was studied using Correlation and Regressions analyses. Spearman's rank correlation analysis was used to

identify the relation between main variables. Results concluded that there was a weak negative association between linguistic ostracism and employee voice behavior ($\rho = -0.12$, $p = .31$). However, this association was not statistically significant, showing that stronger ostracism-related emotional tone did not consistently affect voice expression across Pakistani employees working abroad.

LO → Emotion → Employee Voice Behavior

To check the intensity and predictability of LO towards employee voice behavior, linear regression analysis was conducted. Results suggested that emotional ostracism was not a significant predictor of employee voice language ($\beta = -0.005$, $p = .37$). The model did not explain much variance in voice intensity ($R^2 = 0.012$), indicating that variability of employee voice behavior cannot be explained by the variance in experiencing LO behavior of overseas Pakistani employees (can be visualized in table 1).

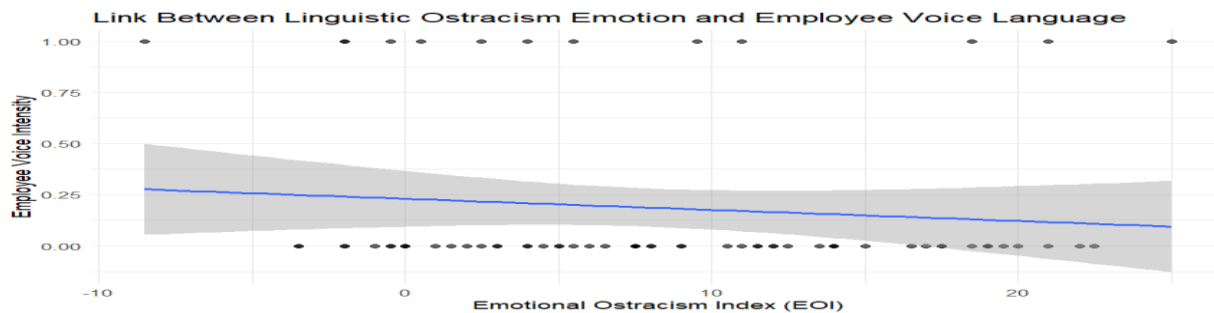
Table 1

Indicating Spearman's Correlation and Linear Regression Results

Predictor	Outcome	β / ρ	SE	p-value	R^2
EOI	Voice intensity	-0.12		.31	.012

To clearly explain the relationship between linguistic ostracism (LO) and employee voice behavior, a dot plot graph was also generated (see Figure 9). The distribution of data points in the graph was sparse, indicating a weak relationship between the variables. The graph also displayed a downward trend line, suggesting a very weak negative relationship between linguistic ostracism and employee voice behavior. This indicates that only minimal changes or reductions occur in the employee voice behavior of overseas Pakistani employees as their experiences of linguistic ostracism increase.

Figure 9. Graphical Representation of Linguistic Ostracism and Employee Voice Behavior Relationship



Note. This graph illustrates the statistical relationship or trend line between instances of linguistic ostracism and corresponding employee voice behavior metrics.

This weak relation between LO and employee voice behavior was justified by Affective Events Theory, Dual-Path Models of Employee Voice and Ostracism theory. According to the Affective events theory, workplace events generate emotional reactions that are not always be uniform or same. Emotions lead to context dependent behavioral consequences and resulted into either expression or withdrawal. This study also confirms this theory that LO experienced by overseas Pakistanis can lead them to either express their opinions and views more or avoid sharing their ideas and interacting with people (Weiss & Daniel, 2005).

Another extended version of core employee voice theory called Dual path Models of Employee voice also justifies the correlation and regression results of this study. According to this theory, employees' can have two types of voices at workplace: promotive and prohibitive. Prohibitive voice is characterized by complaints and warnings while promotive voice means constructive communication (Morrison, 2014). In this study, linguistic ostracism behavior of employees is having negative emotions that can produce mixed feelings of employee voice behavior in Pakistani employees working abroad. These negative experiences may trigger grievance-based voice or suppress promotive nature voice of employees at same time (Della et al., 2022). So, aligning dual path theory with the results of this study strongly suggested the cancellation of these opposite effects that led to weak relation between LO and employee voice behavior.

Another theory called Ostracism theory perfectly explained the complex emotion-response results of correlation and regressions of this study. According to this theory, people experience

negative emotions from ostracism that resulted into their behavioral expression (Williams, 2007). Negative emotions resulted from ostracism harms individual's control, self-esteem and belongingness. Additionally, these emotions evoke a person to withdraw, retaliate or re-engage with people or situation (Della et al., 2022). These behavioral responses are aligned with the results of present study by lacking one single dominant behavior and expressing non-uniform/heterogeneous behavioral responses of Pakistani employees working abroad. Linguistic ostracism evoked exclusion-related emotions, but employee voice conduct did not follow. This mechanism was clearly explained by above mentioned three theories of emotions.

Implications

1. In traditional computational research, sentiment analysis was misclassified due to always considering inspirational language as positive emotion. However, in advance practices, sentiment analyses are more replicable and transparent by focusing on the emotional complexity of exclusionary discourse. In current research, weighted Emotional Ostracism Index and theory-guided emotional framework of linguistic ostracism was a step forward in the field of computational linguistics.
2. This research will help foreign companies to hire Pakistani employees and linguistic needs of them before even hiring them.
3. It will also help foreign organizations to design inclusive policies for multilingual employees to promote idea sharing among them. This idea and thought sharing behavior will further bring innovation at workplace.
4. AI based emotional tools help to get strong emotionally and manage your own emotions in difficult situations. This study will help AI designers to design such emotion tools that can help ostracized expatriate employees in judgment-free emotional processing, identifying and tracking behavioral triggers and doing rehearsal social interactions with colleagues.

Limitations and Suggestions

1. There was lack of contextual nuance in the emotion analysis of lexicon-based approaches. To further improve the identification of linguistic ostracism and its effects on employee voice behavior, future studies might look at per-comment emotional variation or incorporate context-aware models in research.

2. The study had limited explanatory power due to weak and non-significant relation between variables and heterogeneous results of emotional polarities and NRC Lexicons. It is suggested to revisit this study and study employee voice behavior in detail by separately studying promotive and prohibitive voice behavior.
3. Cross sectional research design was used in this study. To further explore this research, it is important to study it under longitudinal designs to analyze the data of same respondents at multiple times to get more consistent results. It can also be studied through experimental research to analyze LO and Employee voice behavior in real world settings.
4. Open ended questionnaire was used to collect the data for this research. In this type of data collection, employees had self-report their opinions while there was lack of the responses/opinions of opposite side like colleagues, managers etc who were excluding the sample of this study. To avoid this ambiguity, it is important to collect data through 360 mechanism or use emails, chats of conversational apps, group chats, phone calls or meeting discussions of employees.
5. This research had lack of generalizability due to its limitation to Pakistani employees working overseas only. It is important to conduct this research on multiple nationalities to get more generalized results.
6. It is recommended to study the relation of both variables of this study with knowledge hiding and silence. Future researchers can also look into this research by using power distance and psychological safety as moderators.
7. This research had used only Lexicon based sentiment analyses to analyze the data. It is recommended to use hybrid technique of lexicon analysis with syntactic context to capture more accurate and generalize results about workplace emotions.

Conclusion

This study offered a fresh computational viewpoint on workplace exclusion and communication dynamics by using a sentiment analysis approach to looking at the association between main variables of this study. The results showed that linguistic ostracism was highly associated with fear and sadness. Both these emotions are negative ones. These findings supported theoretical stances from Affective Events Theory and Social Exclusion Theory, which contend that exclusionary experiences do not express behavioral outcomes directly, but shows as emotional

distress first. In this study, no significant relation was found between linguistic ostracism and employee voice behavior which was in contrast to the prevailing notions in the employee voice literature. Additionally, regression analysis revealed that employee voice behavior was not well predicted by linguistic exclusion. This implied that although employees experience negative emotions while encountering language exclusion but employee voice behavior may not always immediately or consistently decrease as a result of such experiences. Instead, participants might use different coping mechanisms that were not directly recorded by conventional voice assessments, like selective silence or emotional control.

Additionally, it was proposed that LO did not directly influence employee voice behavior, but helped to shape it in employees. In terms of methodology, the study added to the body of literature by highlighting the usefulness of sentiment analysis in revealing hidden emotional dynamics present in open-ended employee narratives. The study expands on conventional organizational behavior approaches and offers a scalable way for investigating delicate workplace phenomena that can be underreported in self-report surveys by utilizing lexicon-based sentiment tools.

Lastly, organizations should not try to boost employee voice behavior by reducing linguistic ostracism at workplace but to focus on creating emotional environment where employees can willingly express themselves. To better understand when and how LO effects employee voice behavior, it is suggested to investigate longitudinal and experimental designs, emotional mediation models and contextual modifier in future.

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