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THE TOXIC HR PRACTICES' CLASSIFICATION IN RUSSIAN COMPANIES

Inna Kulkova

Doctor of Economics, Professor of The Ural State University of Economics
Yekaterinburg, Russia

Abstract. The article is devoted to the theoretical provisions' development on toxic HR practices. The theoretical basis of the article is J. Pfeffer's position on the social pollution phenomenon within the social well-being concept. Empirical material for analysis was taken from the Antijob.top website, which forms a black list of Russian employers and contains feedback from employees, in most cases former ones, about the unscrupulous (toxic) management practices usage. The generalization and typology methods were used in the analysis, the empirical material was studied using narrative analysis. Based on the results of the study, the author presented a comprehensive toxic HR practices classification according to seven logical bases: compliance with legislation, practices' content, scale of use, occurrence nature, occurrence source, application result, functional subsystems of the HRM system, the latter are taken from the A. Ya. Kibanov's concept. For each logical basis, the article presents not only the groups of practices title, but also specific examples. In addition, based on the narrative analysis for each of the selected groups, narratives' examples are given that confirm the use of such toxic practices in organizations from the black list of employers in Yekaterinburg.

Keywords: toxic HR practices; toxic leadership; toxic staff; toxic practices classification; functional HR subsystems.

JEL codes: M12; M5.

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Contact

Inna Kulkova

Ural State University of Economics

915a-12A, 8th of March Str., 620014, Yekaterinburg, Russia

i.a.koulkova@mail.ru