Bibliometric Analysis of the Term Toxic Positivity in Workplace

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Article Info	ABSTRACT
	Toxic positivity in the Workplace refers to the excessive promotion of optimism while discouraging the expression of negative emotions, which can lead to psychological distress, burnout, and decreased employee well-being. This study employs bibliometric analysis to examine research trends and key themes related to toxic positivity in professional settings, identifying four major clusters: psychological impact, workplace stress, organizational culture, and the role of positive psychology. Findings indicate that toxic positivity can suppress emotional authenticity, increase stress, and create unrealistic Performance expectations, ultimately affecting job satisfaction and organizational dynamics. The study underscores the need for interdisciplinary collaboration in addressing this phenomenon, highlighting the importance of fostering psychological safety and emotional balance in the Workplace to support employee wellbeing and a more inclusive organizational culture.

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1. Introduction

Toxic positivity in the Workplace has drawn growing research interest due to its considerable impact on psychological wellbeing, productivity, and workplace relationship dynamics. This phenomenon promotes an overly optimistic mindset, often overlooking an individual's emotional reality and inhibiting the expression of negative emotions crucial for maintaining psychological balance. [1] Research suggests that toxic positivity undermines leadership effectiveness, reduces job satisfaction, and impedes professional growth by restricting opportunities for open dialogue about workplace challenges. [2] Developing a deeper understanding of this issue is essential for designing strategies that promote a more supportive and inclusive workplace environment.

This study centres on the workplace environment, where toxic positivity often arises and has far-reaching consequences. The pressure to constantly exhibit optimism and maintain high productivity increases stress levels, reduces employee engagement, and creates a sense of isolation. [2]. Furthermore, toxic positivity often serves as a tool for organizational control, forcing employees to withhold their concerns and passively accept unfavourable working conditions without initiatives for improvement [3]. This phenomenon disproportionately impacts younger employees, who are still adjusting to organizational dynamics while managing

high work expectations [1]. By thoroughly analyzing toxic positivity in the Workplace, this study aims to formulate evidence-based strategies that improve employee well-being while maintaining organizational effectiveness.

This study utilizes bibliometric methods to systematically examine research trends, identify key patterns, and explore conceptual relationships in studies on toxic positivity [4]. This method enables a thorough mapping of the various organizational aspects affected by the phenomenon, such as leadership, workplace culture, employee wellbeing, and productivity [5]. Furthermore, bibliometric analysis helps identify gaps in the academic literature, providing a basis for future research. By applying this approach, the study seeks to produce comprehensive, evidence-based insights that support the development of effective strategies to address toxic positivity in the Workplace.

The study examines toxic positivity in the Workplace and seeks to develop strategies to mitigate its impact, promoting employee wellbeing while maintaining organizational effectiveness. Specifically, this research aims to:

1) Analyzing research trends on toxic positivity in the Workplace through a bibliometric approach to uncover key patterns and advancements.
2) Exploring its impact on psychological well-being, job satisfaction, leadership effectiveness, and organizational culture.
3) Assessing its influence on young employees in adapting to the Workplace and navigating professional dynamics.
4) Formulating evidence-based strategies to cultivate a healthier, more inclusive, and supportive workplace environment.

2. Methodology: A Bibliometric Analysis

This study, bibliometric analysis is utilized to examine the evolution of research in a specific field through scientific publications. This method enables researchers to identify research trends, connections between scholarly works, and the impact of a topic within academic literature. The stages of the bibliometric analysis approach implemented in this study are outlined as follows.

2.1 Data Collection

In bibliometric analysis, data is gathered from credible sources. In this study, data was obtained from Google Scholar, an academic database that provides access to relevant scientific articles, journals, and conference papers. The search process involved using keywords aligned with the research topic to identify relevant publications. Additionally, filtering was applied based on publication year, document type, and scientific field to ensure the results were more precise and aligned with the research objectives.

2.2 Bibliometric Indicators

After collecting the data, the next step is to establish analysis criteria to evaluate the retrieved publications. In this study, bibliometric analysis was conducted to examine how the issue of toxic positivity in the Workplace has developed within academic literature. The publication trends over time were analyzed to identify research patterns and periods when this topic received heightened attention. Additionally, interconnections between articles were examined through citation analysis to understand the theoretical perspectives that have shaped previous studies. Research collaborations were also analyzed to map academic networks on this topic, as well as to identify influential institutions and scholars contributing to its development.

2.3 Data Visualization

After defining the bibliometric indicators, data analysis was carried out using bibliometric software such as VOSviewer. This tool enables the visualization of data through network mapping, illustrating the connections between publications, analyzing frequently occurring keywords, and categorizing research based on publication year. These visual representations facilitate the identification of research patterns and the recognition of emerging trends in the field.

2.4 Interpretation and Implications

Once the data visualization is completed, the next step is to interpret the results of the analysis. This involves examining the relationships between studies, identifying emerging topics, and analyzing influential publications in the field. The findings from this analysis can be used to offer recommendations for future research, highlight gaps that have not been extensively explored, and gain insights into the evolution of the topic over time.

Beyond identifying research gaps, this analysis also contributes to a deeper understanding of the wider impact of toxic positivity in organizational contexts. By examining the connections among various research themes, scholars can identify patterns that highlight the root causes behind the emergence of toxic positivity in the Workplace. This holistic perspective not only guides future scholarly investigations but also offers valuable, actionable insights for organizations seeking to reduce the negative consequences of toxic positivity. In turn, this can support the development of more effective approaches to enhancing employee wellbeing and cultivating a healthier, more supportive work environment.

2.5 Stages of Bibliometric Analysis

The steps involved in the bibliometric analysis paper are illustrated in Figure 1.
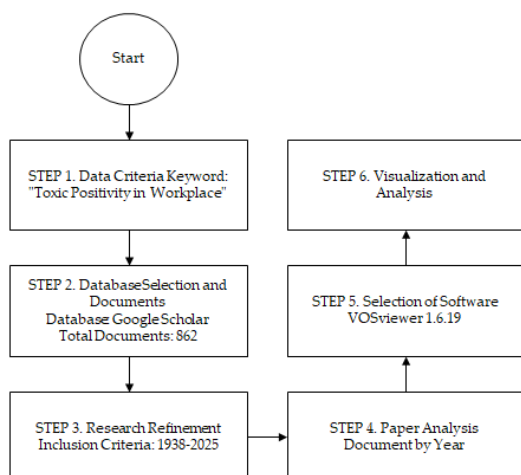

Fig. 1. Stages of bibliometric analysis.

3. Result

3.1 Publication Trend Analysis

A search for documents on "Toxic Positivity in the Workplace" in the Google Scholar database identified 862 publications spanning from 1938 to 2025.

An analysis of publication trends reveals a significant increase in research on toxic positivity in workplace settings over the past decade. This growing academic interest is driven by a heightened awareness of the negative impact of excessive positive thinking expectations on employee wellbeing. Many existing studies examine the relationship between toxic positivity and factors such as burnout, work-life balance, and job satisfaction, with a particular emphasis on emotionally demanding professions, including healthcare, education, and customer service.

A range of methodological approaches has been utilized, with qualitative studies—such as interviews and case studies—being the most common. However, quantitative research also explores the effects of toxic positivity on employee performance. Despite the growing body of literature, there is still a gap in understanding how toxic positivity directly impacts long-term job commitment and performance. Therefore, further research is needed to gain deeper insights into this phenomenon and its broader implications across various organizational settings.

An analysis of publication trends reveals a notable rise in research on toxic positivity in workplace settings over the past decade. This growing academic interest is driven by increasing awareness of the detrimental effects of excessive positive thinking expectations on employee wellbeing. Most studies have explored the connection between toxic positivity and factors such as burnout, work-life balance, and job satisfaction, particularly in high-stress fields like healthcare, education, and customer service. Various methodological approaches have been employed, with qualitative studies—such as interviews and case studies—being the most common, alongside quantitative research that assesses its impact on employee

performance. Despite the expanding body of literature, gaps remain in understanding the long-term effects of toxic positivity on job commitment and performance. Therefore, further research is needed to deepen insights into this phenomenon.

Recent studies have increasingly highlighted the influence of organizational culture and leadership in either perpetuating or reducing toxic positivity in the Workplace. Environments that prioritize constant optimism while neglecting the importance of acknowledging negative emotions may result in superficial interactions and obstruct genuine dialogue. When leaders consistently expect employees to maintain a positive demeanor despite psychological stress, it can intensify the adverse consequences of toxic positivity. Investigating these aspects further may assist organizations in creating more balanced strategies that support employee wellbeing and foster a more authentic and supportive work environment.

Furthermore, examining how toxic positivity is perceived and experienced across different cultural settings is essential. An expression intended to inspire in one culture may be interpreted as a source of emotional strain in another. Cross-cultural research can offer valuable insights into how societal norms and shared values shape individuals' responses to persistent demands for positivity. Adopting a global perspective in this field of study would contribute to a more nuanced understanding of the issue and enhance the relevance of existing research in today's globally connected workplaces.

An important avenue for further investigation involves examining how organizational policies and mental health programs can effectively combat toxic positivity. Organizations that adopt robust mental health initiatives and prioritize psychological safety are more likely to foster a workplace where employees feel safe to express their emotions openly, without fear of negative consequences. Establishing policies that support honest communication, emotional transparency, and compassion can not only mitigate the detrimental impact of toxic positivity but also enhance overall job satisfaction and employee retention. Therefore, it is essential for organizations to embed emotional wellbeing into their foundational principles and everyday practices.

Table 1. The past five years' publications on "Bibliometric Analysis of the Term Toxic Positivity in Workplace."

No	Author(s)	Research Objectives	Location	Methodology	Findings
[1]	Mui et.al	This study examines the challenges young adult workers encounter in navigating toxic positivity, identifies the related risk factors, and explores the coping strategies they employ to manage this phenomenon.	Malaysia	This research employed a phenomenological qualitative design, involving six participants selected using IDR-3MTPT. Data was gathered through semi-structured interviews and analyzed using thematic analysis.	Toxic positivity in Malaysia often suppresses negative emotions to uphold optimism, influenced by personality, social environment, and behavior. Coping strategies include self-reflection, social support, and education from

					family, educators, and government.
[6]	Monica et al.	This study investigates toxic positivity within social relationships, focusing on individuals' responses, emotions, and the effects they experience. It also explores the meaning of toxic positivity, the coping strategies employed, and its impact on both psychological and physical wellbeing.	Indonesia	This study utilized a qualitative phenomenological approach, collecting data through semi-structured interviews with two participants who experienced toxic positivity. Thematic analysis, including data reduction, presentation, and conclusion drawing, was applied. Validity and reliability were ensured through member checking and thorough documentation.	Toxic positivity in the Workplace fosters frustration, emotional exhaustion, and stress due to a lack of empathy from leaders or colleagues. Suppressing negative emotions harms job satisfaction and workplace wellbeing, highlighting the need for supportive leadership and open expression.
[7]	Wyatt, Z.	This article seeks to examine the phenomenon of toxic positivity in the Workplace, particularly how a work culture that enforces excessive optimism can adversely affect employees. It explores the impact on mental health, including stress, burnout, and emotional suppression, while also identifying strategies to foster a more supportive and emotionally	Mauritius, Africa	This study reviews literature and theories on toxic positivity in the Workplace, positive psychology, and organizational culture. It examines how enforced positivity affects employee wellbeing, increases stress, and lowers job satisfaction. Aligned with research on workplace toxic positivity, it suggests strategies to create a more supportive and emotionally	Toxic positivity in the Workplace occurs when employees are pressured to stay positive, leading to stress, emotional suppression, and reduced wellbeing. Social media reinforces unrealistic happiness standards, causing employees to hide their emotions. To address this, organizations should promote psychological safety, emotional

		healthy work environment.		healthy work environment.	expression, and literacy, aligning with research on toxic positivity in workplace dynamics.
[8]	Michailido, E, M.	This article examines toxic positivity in healthcare, emphasizing the pressure to stay cheerful and handle criticism, while highlighting mentoring's role in support.	Argos, Yunani	This review examines toxic positivity in the Workplace, especially in healthcare, through literature and experience. It discusses its effects, strategies for handling feedback, and the role of mentoring, highlighting challenges and solutions.	Toxic positivity at work heightens stress and burnout by discouraging emotional expression. Promoting open dialogue, feedback, and mentorship helps build resilience, aligning with research on managing toxic positivity in the Workplace.
[9]	Kahhoul, Z.	This study analyzes surface acting in the Workplace, where employees hide true emotions, using surveys and emotional regulation tools. It aligns with research on toxic positivity by providing a framework for future workplace studies.	Lebanon	This study explores surface acting in the Workplace, where employees conceal true emotions, using surveys and analytical tools. It provides insights into emotional regulation and supports research on toxic positivity in professional settings.	This study finds that toxic positivity reduces surface acting but increases emotional distress, with no clear link to emotional intelligence. These results highlight the need for healthy emotional expression to prevent burnout and support research on toxic positivity in the Workplace.
[10]	Castro et al.	This study examines toxic positivity among young workers laid off during	Manila	This study analyzes toxic positivity in laid-off Jollibee employees using	Toxic positivity was common among laid-off young workers, impacting their

		COVID-19, analyzing its impact on their sense of purpose and adaptability. The findings contribute to research on toxic positivity in the Workplace by highlighting its effects on resilience in changing environments.		surveys and psychological scales. It explores its impact on resilience, aligning with research on toxic positivity in the Workplace.	adaptability but not their sense of purpose. This highlights the risks of emotional suppression and the need for mental health support, aligning with research on toxic positivity in the Workplace.
[11]	Rida, R.	This study explores toxic positivity in Islamic education institutions and its impact on teachers' motivation. It emphasizes the need for a transparent work environment, open emotional expression, and effective stress management strategies.	Tulungagung, Indonesia	This qualitative study uses library research and content analysis to examine toxic positivity in Islamic educational institutions. Focusing on motivation theories, it seeks to understand the issue and propose solutions for a healthier teaching environment.	This study found that toxic positivity reduces teachers' motivation by suppressing negative emotions, causing stress and burnout. It recommends fostering an open work culture, offering mental health support through Islamic-based counseling, and promoting social activities to enhance teacher wellbeing.
[12]	Yuniar et al	This study examines the risks of excessive positive thinking, or toxic positivity, as discussed in the TEDx Talks video The Danger of Positive Thinking. It explores its	Indonesia	This qualitative study uses the simak catat technique to analyze the TEDx Talks video The Danger of Positive Thinking. Data was gathered by carefully listening and documenting key points from the narration.	This study examines how toxic positivity harms mental health and workplace performance by reducing resilience and productivity. Promoting self-acceptance and open emotional

		effects on mental and physical health and suggests strategies to manage it effectively.			expression is key to creating a healthier work environment.
[13]	Metris et al.	This study examines hustle culture's impact on millennials and Gen Z, highlighting its benefits and drawbacks. It explores its link to toxic positivity in the Workplace, where pressure to stay productive and positive leads to stress and burnout. The research suggests strategies to prevent excessive work culture.	Purbalingga, Indonesia	This narrative qualitative study explores hustle culture through personal experiences, examining the motivations behind overwork. It highlights how toxic positivity pressures employees to suppress negative emotions, impacting their mental and physical health.	This study found that while hustle culture boosts productivity, it also leads to stress, burnout, and work-life imbalance. Linked to toxic positivity, it pressures employees to stay positive despite challenges. The findings stress the importance of work-life balance for wellbeing.
[14]	Premlal et, al	This study reviews the literature on toxic positivity, its causes, effects, and research gaps, focusing on mental health, social media, and the pandemic. It examines workplace impacts on employee wellbeing and promotes balanced emotional expression in professional settings.	India	This study uses a scoping review based on Arksey and O'Malley's framework, analyzing academic and grey literature on toxic positivity in the Workplace. Data from sources like Google Scholar and JSTOR were narratively examined to identify key themes and patterns...	This study examines the impact of toxic positivity, where pressure to stay positive suppresses emotions and harms mental health. In workplaces, it fosters guilt and stigmatizes negativity. The research also highlights its rise during the pandemic, which was influenced by social media.

[3]	Morris et.al	This study critiques the focus on individual resilience in addressing workplace challenges, especially in Further Education (FE). It examines toxic positivity, growth mindset, and grit, proposing Collaborative Fortitude—a framework that prioritizes collective strength and community support over individual endurance.	England	This qualitative study critically analyzes resilience literature and the author's experience in education. Using sector reports and management training, it explores how toxic positivity affects employee resilience and organizational dynamics through psychological, sociological, and educational perspectives.	This study argues that emphasizing individual resilience overlooks systemic issues like heavy workloads. It introduces Collaborative Fortitude, emphasizing community support to prevent toxic resilience, where employees must endure challenges without help—linking to toxic positivity's negative impact on mental health.
[15]	Karnovsky et.al	This study critiques the focus on self-management in teacher wellbeing, overlooking workplace conditions. It also examines how teachers use social media, like Reddit, to challenge toxic positivity and cruel optimism narratives.	Australia	This study analyzes Reddit comments using critical discourse analysis and a Foucauldian approach to explore how power shapes teachers' views on toxic positivity. It examines the pressure to appear positive and its impact on workplace wellbeing.	The study finds that teacher wellbeing discourse masks workplace challenges, pressuring them to stay positive without real solutions. Reddit users criticized wellness programs for ignoring workload issues, highlighting how toxic positivity worsens mental health.
[16]	Eisner, D.	This study explores the extent, causes, and potential solutions for	United States	This study employed a narrative review approach, analyzing 166	The study finds that toxic work environments in healthcare arise from poor

		toxic work environments in the healthcare sector, especially in high-pressure units. It emphasizes how toxic positivity in the Workplace can intensify stress, contribute to higher employee turnover, and disrupt a supportive and collaborative work atmosphere.		sources from PubMed, Google Scholar, and other databases, with a focus on literature published between 2013 and 2024. It examines toxic work environments, burnout, and employee turnover in the healthcare sector, emphasizing how toxic positivity in the Workplace contributes to increased stress and workforce instability.	leadership, heavy workloads, and lack of support, leading to stress and burnout. It suggests appointing a Chief Wellness Officer, improving communication, and conflict management training. Toxic positivity often masks these issues, worsening employee wellbeing.
[5]	Keach et. al	This study examines the influence of happiness in leadership and its effects on employee wellbeing. It emphasizes that an overly strong emphasis on workplace happiness can lead to toxic positivity, limiting the expression of negative emotions and heightening the risk of burnout.	United States	This study employs a multidisciplinary literature review, analyzing the concept of happiness in organizations, psychology, and management. This approach is used to understand its impact on work culture and the challenges in its implementation.	The study highlights that while positive leadership boosts wellbeing, rigid enforcement fosters toxic positivity, increasing stress and burnout. It recommends balancing a positive work culture with strong emotional support for employees.
[17]	Sokal et. al	This study investigates burnout and low commitment among Canadian teachers during the pandemic, highlighting	Canada	This mixed-method study surveyed 147 Canadian teachers and interviewed 21 participants using burnout and leadership scales.	This study found that teacher burnout during the pandemic stemmed from exhaustion, cynicism, and low

		school leadership's impact. It also examines how toxic positivity increases stress and emotional exhaustion by pressuring teachers to stay positive.		Findings show toxic positivity worsened teacher stress and burnout during the pandemic.	achievement. Poor organizational commitment is linked to negative views on leadership, while government policies influence turnover. Emotional support and clear communication can help, but excessive optimism may reinforce toxic positivity.
[18]	Mead, J.	This study develops a wellbeing model emphasizing social and environmental factors. It highlights how excessive optimism, ignoring real challenges, fosters toxic positivity and harms employee mental health.	United Kingdom	This study combines literature analysis and empirical research to assess gratitude and tragic optimism's impact on wellbeing during COVID-19, evaluating a revised model through an educational intervention.	This study finds wellbeing is influenced by social and environmental factors, not just individuals. Gratitude and tragic optimism help protect wellbeing during the pandemic, with community-based models proving more effective than individual-focused approaches.

The publication trends of the documents over a specific period, revealing a fluctuating pattern in publication frequency. The earliest recorded publication dates back to 1938, followed by a significant gap until 1954, indicating minimal academic engagement during that time. Subsequently, no publications were documented until 1996 and 1997, suggesting a renewed academic interest in the topic. However, this momentum did not continue, as no further publications were recorded until 2008, after which a slight increase was observed in 2009.

Between 2010 and 2012, no relevant publications were identified, suggesting that this topic had yet to gain significant academic attention. However, a shift began in 2013 and 2014, marked by more consistent

documentation of publications. The trend continued in 2016 and 2017, showing a gradual increase despite some fluctuations. This pattern may indicate the emergence of more sustained academic interest, even though the number of publications had not yet seen a substantial surge.

A more consistent upward trend started to take shape in 2018 and 2019, indicating growing interest in the topic within both academic and professional spheres. The most notable surge occurred between 2021 and 2022, when the number of publications peaked. This rise suggests that the topic is becoming increasingly relevant in scientific research and development.

Although the publication trend remains strong up to 2024, a slight decrease is observed in 2025. This may suggest that publication rates are stabilizing or that data for that year is not yet fully recorded. In general, the pattern shows a notable increase in recent years, highlighting the topic's growing prominence in academic discourse and its wider impact on professional practice.

3.2 Interconnected Research Themes

Figure 2, generated using VOSviewer, provides a visual representation of the interconnected research themes related to "Toxic Positivity in the Workplace." This visualization illustrates how various topics are linked and organized within the broader academic discourse. The network map demonstrates the interconnectedness of studies in this area, underscoring its multidisciplinary nature in which multiple themes intersect and influence one another. Commonly observed clusters encompass areas such as emotional labour, organizational dynamics, psychological wellbeing, and employee motivation, showcasing the wide range of scholarly contributions. In addition to highlighting key themes, the visualization also uncovers research gaps and emerging topics, making it a useful resource for identifying future avenues for scholarly investigation.

Figure 3 illustrates the research themes surrounding "Toxic Positivity in the Workplace," highlighting key areas of focus and their interconnections. The most concentrated cluster centers on "positivity," emphasizing its pivotal role, while terms such as "impact" and "challenge" reflect its influence on workplace dynamics. The presence of concepts like burnout, stress, pain, and trauma suggests a connection between positivity and psychological resilience, shedding light on concerns regarding toxic positivity. Furthermore, links to positive psychology, happiness, and the mind highlight its significance in the emotional and cognitive aspects of work, demonstrating both its advantages and potential risks within organizational culture.
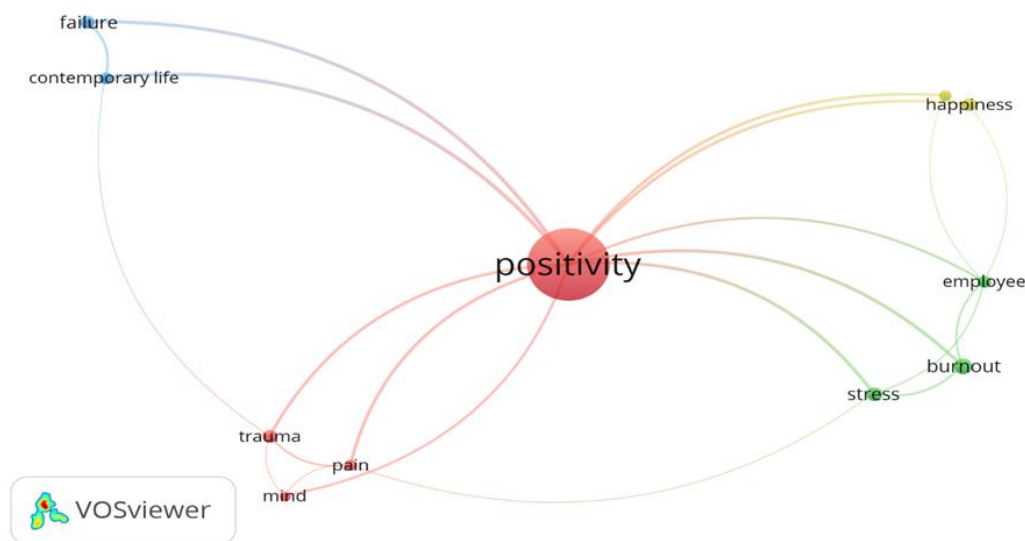

Fig 2. Network Visualization

Table 2. Identified Clusters and Associated Keyword

Cluster	Total Number of Items	Most Frequent Keywords (Occurrences)
1	4	Mind, Pain, Positivity, Trauma
2	3	Burnout, Employee, Stress
3	2	Contemporary Life, Failure
4	2	Happiness, Positive Psychology

Cluster 1, includes key concepts such as mind, pain, positivity, and trauma, emphasizing the psychological effects of toxic positivity in the Workplace. The expectation to maintain constant positivity while suppressing negative emotions can contribute to heightened psychological distress, potentially leading to trauma and emotional discomfort among employees. The lack of opportunities to process and express negative emotions in a constructive way may further impact mental wellbeing, ultimately diminishing productivity and overall job performance.

Cluster 2, includes key terms such as burnout, employee, and stress, highlighting the link between toxic positivity and increased workplace stress. When employees are continually expected to display a positive attitude despite demanding workloads and professional challenges, they become more vulnerable to emotional exhaustion and burnout. This can have a detrimental effect on employee wellbeing and may lead to higher turnover rates within organizations. To address this issue, companies should adopt more flexible policies that prioritize mental wellbeing without imposing an unrealistic expectation of constant positivity.

Cluster 3, includes themes such as contemporary life and failure, illustrating how modern workplace culture shapes the perception of failure within the framework of toxic positivity. In work environments where optimism is excessively emphasized, failure is often stigmatized, making employees hesitant to acknowledge mistakes or seek support.

Cluster 4 includes topics such as happiness and positive psychology, emphasizing their considerable role in shaping workplace dynamics. Although positive psychology contributes many valuable insights, its misuse—especially when it neglects the importance of emotional authenticity—can lead to the development of toxic positivity. Requiring employees to consistently display a cheerful attitude, without providing room for acknowledging and addressing negative emotions, can negatively affect both individual mental health and the broader organizational environment. Therefore, it is vital to explore ways to nurture genuine happiness and long-term wellbeing in professional settings to create a workplace that encourages personal development, emotional resilience, and overall psychological wellness.

This dynamic frequently contributes to the development of a toxic organizational culture, where individuals may feel compelled to hide their true emotions. Consequently, employees may choose to mask their personal challenges instead of reaching out for meaningful support or finding effective solutions. These conditions not only impede open dialogue but can also diminish psychological safety, erode trust, and negatively impact long-term job satisfaction.

The presence of distinct thematic clusters within the network visualization indicates that research on toxic positivity in the Workplace draws from a variety of interdisciplinary perspectives. This highlights the importance of collaborative inquiry across fields such as psychology, organizational behavior, sociology, and human resource management to develop a comprehensive understanding of the phenomenon.

Recognizing and analyzing these clusters enables researchers to identify existing knowledge gaps—particularly those related to the long-term consequences of toxic positivity on employee wellbeing,

engagement, and organizational performance. These insights are invaluable for informing evidence-based workplace

policies and practices that promote emotional honesty, psychological safety, and a genuinely supportive work culture
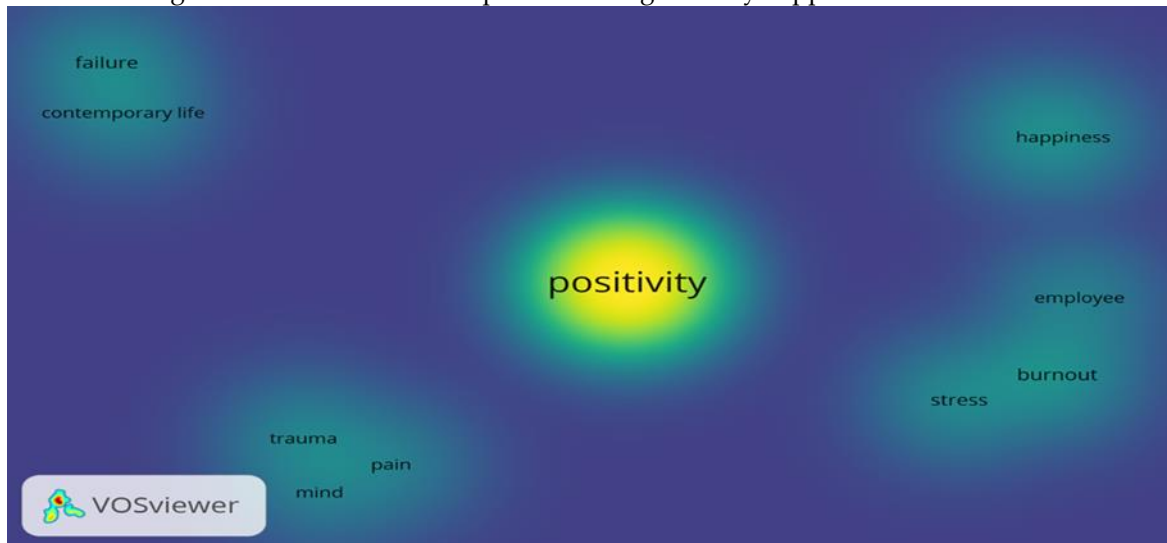

Fig. 3. Density Visualization

Figure 3, the density visualization showcases the distribution and strength of relationships among keywords associated with the main theme of "positivity." Created using VOSviewer, this map places positivity at the center, highlighted in bright yellow, signifying a high level of co-occurrence with other relevant terms in the literature examined. This indicates that positivity is a central and widely referenced topic across numerous academic discussions. To the right of the visualization, terms like happiness, employee, burnout, and stress reflect a notable connection between positivity and aspects of workplace mental health and wellbeing. In contrast, the bottom left corner features keywords such as trauma, pain, and mind, pointing to the psychological and emotional contexts in which positivity is relevant. Additionally, the presence of failure and contemporary life in the upper left corner suggests that positivity is also explored in relation to broader societal and personal challenges. Collectively, this visualization underscores the multifaceted nature of positivity, linking it to both individual and organizational domains, and supports its significance as a subject of inquiry in fields such as mental health, wellbeing, and human resource studies.

4. CONCLUSION

The results of this study emphasize the intricate and multidimensional aspects of Toxic Positivity in the Workplace, shedding light on its psychological, organizational, and cultural effects. Through bibliometric analysis, this research uncovers key themes related to the phenomenon, such as its influence on employee wellbeing, workplace stress, organizational culture, and the application of positive psychology. The grouping of research topics suggests that toxic positivity is not limited to individual experiences but also shapes broader workplace dynamics and professional norms.

The findings indicate that an overwhelming focus on positivity in the Workplace can lead to increased stress, burnout, and the suppression of emotions among employees. When organizations cultivate an environment that discourages the expression of negative feelings, workers may experience isolation and feel compelled to adhere to unrealistic emotional expectations. As a result, this can weaken psychological resilience and have adverse effects on job satisfaction as well as overall mental wellbeing.

By analyzing these research trends, this study highlights the importance of interdisciplinary collaboration in tackling

toxic positivity in the Workplace. The convergence of psychology, organizational behaviour, and human resource management offers a more comprehensive view of how toxic positivity emerges and influences workplace dynamics. Future studies should focus on developing strategies that balance workplace positivity with genuine emotional expression to minimize its adverse effects. The findings of this study serve as a basis for future research and practical applications in workplace management. Policymakers, organizational leaders, and researchers can leverage these insights to create policies that promote psychological safety, emotional wellbeing, and a more inclusive work culture. By fostering a balanced approach to workplace positivity, organizations can ensure that employees feel empowered to express a full range of emotions without fear of judgment or professional consequences.

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