



University of the Virgin Islands

Dr. James Maddirala, Director,
Creative Leadership for Innovation and Change, Ph.D. Program
invites you to the Public

Dissertation *Defense*

for

Jacqueline C. Adonis

Wednesday, April 24, 2024

10:00 AM AST

Join via Zoom

<https://uvi-edu.zoom.us/j/97901047665?pwd=N3pQeHErU1JMYoVJRFhxSUduUGhhdz09>

Meeting ID: 979 0104 7665

Passcode: 484650

TOPIC:

Workplace Climate: A Mixed Methods Study on
Semi-Autonomous Agencies in the Virgin Islands

ABSTRACT

In the US Virgin Islands, semiautonomous agencies work closely with local government to provide essential services, but these agencies are generally free from political influence and have more control to manage the daily operations of the agency. The purpose of this concurrent mixed methods study was to explore and understand the perceptions of employees working at semiautonomous agencies in the US Virgin Islands, with respect to workplace climate and workplace toxicity. The central research question was: What, if anything, does the term toxic workplace mean to employees working at semiautonomous agencies in the US Virgin Islands? The quantitative data were collected using a cross-sectional survey using a convenience sample (N = 27). The qualitative data were collected with semi-structured interviews using a purposive sample (N = 7). The sample sizes were too small to provide sufficient power to conduct hypothesis tests and/or provide statistical inferences that were generalizable to the population. Integration of the quantitative and qualitative data

ABSTRACT

revealed that participants had different understandings of the contextual meanings of workplace toxicity but identified several behaviors that aligned with workplace toxicity, including lack of ethical leadership. The levels of workplace toxicity were related to workplace climate, and Virgin Islands culture. Further ethnographic research with an appropriate sample size is recommended to determine the relationships between Virgin Islands Culture, Workplace Climate, and Workplace Toxicity among the adult working population of the US Virgin Islands. Gaining insight from studies that generalized will further help to reduce the vacuum about workplace climate in the Virgin Islands and will provide more effective creative problem-solving solutions for implementation under ethical leadership principles.

Keywords: workplace climate, workplace toxicity, workplace culture, organizational culture.

Dissertation Committee

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