

# APPENDIX

**Table A.1. Academic Literature Review for Workplace Loneliness.**

Author(s) and Year	Theory	Sample	Country	Method
D'Oliveira and Persico (2023)	NA	137 working adults from various organizations	UK	Quantitative, survey, cross-sectional
Dor-Haim (2023)	Attachment theory	NA	Israel	Qualitative, model building
Y. Hu et al. (2023)	Affective events theory	589 employees from various organizations	China	Quantitative, survey, cross-sectional
Becker et al. (2022)	Social baseline and self-determination theories, and job demands-control model	239 working adults from various organizations	USA	Quantitative, survey, time-separated study
Bodhi et al. (2022)	NA	206 participants from various IT organizations	India	Quantitative, survey, cross-sectional
Bowers et al. (2022)	Job demands-resources theory	5,927 adults from various organizations	USA	Quantitative, survey, cross-sectional
Boyaci and Tabak (2022)	NA	304 school counselors from different schools	Türkiye	Quantitative, survey, cross-sectional
H. Chen et al. (2022)	Stress and psychological contract theories	459 employees from various clothing brand organizations	China	Quantitative, survey, time-separated study
Chung et al. (2022)	Affective events theory	227 police officers from a regional police headquarters and 4 substations	Korea	Quantitative, survey, time-separated study

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**Table A.1.** (Continued)

Author(s) and Year	Theory	Sample	Country	Method
Dor-haim (2022a)	Cognitive stress theory	22 principals and 19 vice principals from different schools	Israel	Qualitative, semi-structured interviews
Dor-haim (2022b)	NA	22 principals from different schools	Israel	Qualitative, semi-structured interviews
Du et al. (2022)	Social exchange and knowledge stickiness, and relative deprivation theories	639 working adults from various organizations	China	Quantitative, survey, three-wave design
Firoz et al. (2022)	The continuity, need-to-belong, and need hierarchy theories	934 employees from the manufacturing and service sectors	India	Quantitative, survey, cross-sectional
Firoz and Chaudhary (2022)	Need to belong, spillover, and conservation of resources theories	Study 1: 379 employees from manufacturing organizations. Study 2: 559 employees from service organizations	India	Quantitative, survey, time-separated study
Ghosh (2022)	Social exchange theory	537 employees from an IT firm	India	Quantitative, survey, time-separated study
Y.-S. Jung et al. (2022)	NA	300 employees from various deluxe hotels	Korea	Quantitative, survey, cross-sectional
Kloutsiniotis et al. (2022)	Job-demands resources and conservation of resources theories	459 customer-contact employees based on 13 hotels	Greece	Quantitative, survey, cross-sectional
Li et al. (2022)	Social needs and affective events theories	361 employees from government units and enterprises	China	Quantitative, survey, cross-sectional
Michinov et al. (2022)	NA	946 employees from various organizations	France	Quantitative, survey, cross-sectional

**Table A.1.** (Continued)

Author(s) and Year	Theory	Sample	Country	Method
Silard and Wright (2022)	NA	28 managers and 235 staff from a horticultural company	Mexico	Quantitative, survey, cross-sectional
Wax et al. (2022)	Self-determination theory	391 working (or previously employed) adults from various organizations	USA	Quantitative, survey, cross-sectional
H. Yang et al. (2022)	Ego depletion theory	219 employee–colleague dyads from 3 Internet companies	China	Quantitative, survey, time-separated study
Abelsen et al. (2021)	Task-technology fit model	357 WFH employees from various organizations	A diverse group of countries	Quantitative, survey, cross-sectional
Anand and Mishra (2021)	Approach/avoidance theory	340 nurses from 4 private hospitals and 907 employees from 5 multinational BPOs	India	Quantitative, survey, cross-sectional
Andel et al. (2021)	Need for belonging and regulatory loop models of loneliness	265 employees from various organizations	USA	Quantitative, survey, weekly diary study
X. Chen et al. (2021)	Social capital theory	499 members in 133 teams from 6 private firms	China	Quantitative, survey, time-separated study
Dor-Haim (2021a)	Relational loneliness theory	19 vice principals from different schools	Israel	Qualitative, semi-structured interviews
Dor-Haim (2021b)	NA	19 vice principals from different schools	Israel	Qualitative, semi-structured interviews
Dor-Haim and Oplatka (2021a)	Relational loneliness theory	12 principles from different schools	Israel	Qualitative, semi-structured interviews
Dor-Haim and Oplatka (2021b)	NA	22 principles from different schools	Israel	Qualitative, semi-structured interviews

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**Table A.1.** (Continued)

<b>Author(s) and Year</b>	<b>Theory</b>	<b>Sample</b>	<b>Country</b>	<b>Method</b>
Ertem and Şentürk (2021)	NA	205 healthcare professionals from various organizations	Türkiye	Quantitative, survey cross-sectional
Firoz et al. (2021)	NA	NA	NA	Qualitative, integrative literature review
Gabriel et al. (2021)	Regulatory loop models of loneliness and evolutionary perspectives of loneliness	Main study: 86 leaders from various organizations. Supplemental study: 62 leader-follower dyads from various organizations	NA	Quantitative, survey, daily study
H. S. Jung et al. (2021)	Social exchange theory	292 employees from 10 deluxe hotels	Korea	Quantitative, survey, cross-sectional
Kazak (2021)	NA	385 teachers from various primary and elementary schools	Türkiye	Quantitative, survey, cross-sectional
Krug et al. (2021)	Social identity and self-categorization theories	363 participants from various organizations	NA	Quantitative, survey, cross-sectional
Moens et al. (2021)	NA	1358 employees from private sector	Belgium	Quantitative, survey, cross-sectional
Öztürk Çiftci (2021)	Self-determination theory	402 employees from 9 shopping malls	Türkiye	Quantitative, survey, cross-sectional
Powell et al. (2021)	NA	52 animal shelter veterinarians, 39 previous shelter veterinarians, and 130 non-shelter veterinarians	Various countries	Quantitative, survey, cross-sectional
Sekhon and Srivastava (2021)	Need for belongingness theory	521 seafarers sailing on foreign going vessels	India	Quantitative, survey, cross-sectional

**Table A.1.** (Continued)

Author(s) and Year	Theory	Sample	Country	Method
Tian et al. (2021)	Self-determination and social role theories	290 employees from various organizations	China	Quantitative, survey, time-separated
Uslu (2021)	Attachment theory	349 employees from various organizations	Türkiye	Quantitative, survey, cross-sectional
Wang and Liu (2021)	Role identity and situational strength theories	430 knowledge workers in 17 enterprises	China	Quantitative, survey, time-separated study
Wright and Silard (2021)	Prototype of a lonely person model	NA	NA	Qualitative, model building
F. Yang and Wen (2021)	Social information processing theory	Study 1: 164 team leaders and 492 members from 26 different organizations. Study 2: 269 members from 71 teams in a bank	China	Quantitative, survey, time-separated study
Arslan et al. (2020)	Affective events theory	864 nurses from various organizations	Türkiye	Quantitative, survey, cross-sectional
Dor-Haim and Oplatka (2020)	NA	8 principals from different schools	Israel	Qualitative, semi-structured interviews
Gafoor (2020)	Team identification theory	204 individuals from various organizations in tourism industry	Maldives	Quantitative, survey, cross-sectional
Mohapatra et al. (2020)	Need to belong and social exchange theories	264 managers from 15 companies	India	Quantitative, survey, cross-sectional
Sajjad et al. (2020)	Self-efficacy and conservation of resource theories	400 banking officers from various banks	Pakistan	Quantitative, survey, time-lagged
Silard and Wright (2020)	Critical perspectives on leadership	NA	NA	Qualitative, model building

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**Table A.1.** (Continued)

<b>Author(s) and Year</b>	<b>Theory</b>	<b>Sample</b>	<b>Country</b>	<b>Method</b>
Amarat et al. (2019)	NA	138 nurses from a public hospital	Türkiye	Quantitative, survey, cross-sectional
Ghadi (2019)	NA	513 professional workers from several universities	Jordan	Quantitative, survey, cross-sectional
Khan et al. (2019)	Affect theory of social exchange	291 workers and managers from 6 textile organizations	Pakistan	Quantitative, survey, time-separated study
Kuna (2019)	NA	46 executives from various organizations	Israel	Qualitative, grounded theory, semi-structured interviews
Kuriakose et al. (2019)	Affective events theory	554 responses from IT professionals in an organization	NA	Quantitative, survey, cross-sectional
Siqueira et al. (2019)	NA	NA	NA	Qualitative, theoretical essay
Sîrbu and Dumbravă (2019)	Basic psychological needs and self-determination theories	265 employees from various organizations	Romania	Quantitative, survey, cross-sectional
Zhang et al. (2019)	Regulatory loop model of loneliness and the affect theory of social exchange	87 pairs of leaders and followers from 2 electronics companies	China	Quantitative, survey, daily diary study
Zumaeta (2019)	Need to belong theory	14 senior and middle managers from various organizations	Chile	Qualitative, semi-structured interviews
Kagan et al. (2018)	NA	87 registered nurses from a hospital	Israel	Quantitative, survey, cross-sectional
Ozcelik and Barsade (2018)	Regulatory loop model of loneliness, affect theory of social exchange	672 employees and their 114 supervisors in two organizations	USA	Quantitative, survey, time-separated study

**Table A.1.** (Continued)

Author(s) and Year	Theory	Sample	Country	Method
Öge et al. (2018)	Signaling, social exchange, social information processing, and conservation of resources theories	106 traffic controllers working in the same division	Türkiye	Quantitative, survey, cross-sectional
Satilmis et al. (2018)	NA	457 teachers from various middle schools	Türkiye	Quantitative, survey, cross-sectional
Ghadi (2017)	Person-organization fit and the social exchange theories	381 academics from various organizations	Jordan	Quantitative, survey, cross-sectional
Peng et al. (2017)	Feeling-as-information theory	261 subordinates and 67 leaders	China	Quantitative, survey, cross-sectional
Y. Chen et al. (2016)	Similarity-attraction theory	232 leader-follower dyads from 10 state-owned or private companies	China	Quantitative, survey, cross-sectional
Chou and Chang (2016)	Social interdependence theory	NA	NA	Qualitative, model building
Korumaz (2016)	NA	Seven elementary school principals	Türkiye	Qualitative, semi-structured interviews
Tabancali (2016)	NA	369 teachers from various elementary schools	Türkiye	Quantitative, survey, cross-sectional
Stoica et al. (2014)	NA	138 employees of a medical unit	Romania	Quantitative, survey, cross-sectional
Yengin Sarpkaya (2014)	NA	286 principals from various schools	Türkiye	Quantitative, survey, cross-sectional
Silman and Dogan (2013)	NA	326 academics from various universities	Türkiye and	Quantitative, survey, cross-sectional

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**Table A.1.** *(Continued)*

Author(s) and Year	Theory	Sample	Country	Method
			North Cyprus	
L. W. Lam and Lau (2012)	Social exchange model	532 teachers and their supervisors from 18 schools	China	Quantitative, survey, cross-sectional
Wright (2012)	NA	Study 1: 360 employees from 6 private companies; Study 2: 225 employees from a government regulatory organization; Study 3: 188 employees from a government service organization	NA	Quantitative, survey, cross-sectional
Wright et al. (2006)	NA	First study: 514 employees from various organizations. Second study: 363 employees from various organizations	New Zealand	Quantitative, survey, cross-sectional

Source: Authors' Own.