The Impact of Inadequate Sleep Quality on The Act of Concealing Knowledge: The Mediating Effects of Psychological Discomfort and Impaired Self-Regulation, and The Moderating Effect of Social Isolation

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Abstract

The research study presented in this paper examines the relationship between knowledge concealment and poor sleep quality, with psychological distress and self-regulatory impairment serving as mediators and occupational exclusion as a moderator. In this research, we aim to measure the following The study examines the correlation between poor sleep quality and knowledge hiding due to psychological distress and self-regulatory impairment. It also investigates the moderating role of workplace exclusion in the relationship between poor sleep quality and psychological distress, self-regulatory impairment, and knowledge hiding. Additionally, the study explores the mediating role of workplace exclusion in the relationship between poor sleep quality and knowledge hiding, as well as the relationship between workplace exclusion and self-regulatory impairment. Previous studies served as the basis for the hypothesis-based model that was then tested using SPSS and Smart PLS-SME. Out of 250 feedbacks obtained, data from 200 respondents was sifted. The validity and reliability of the data were assessed by tests. Beta and T-Values were also used to measure the impact intensity. The results show that poor sleep quality has a positive and substantial effect on knowledge concealment, with psychological discomfort and moderation of workplace exclusion mediating or moderating the relationship. Managers that want to boost their company's performance and productivity might use the study's conclusions. Because of constraints on time, money, and knowledge in the field, research results are always susceptible to inaccuracy, no matter how much time and energy is invested in them.

Keywords: Insufficient sleep, Concealment of information, Impaired self-control, Mental anguish, Exclusion from the workplace.

Introduction

Knowledge can be described as the amalgamation of understanding, moral principles, high-quality knowledge, and specific proficiency that assists in the examination and utilization of novel experiences and facts (Gammelgaard & Ritter, 2005). The ideas and actions of individuals constitute knowledge, which goes beyond just records and databases (Ismail et al., 2012). Knowledge management theory is presently a prominent topic in management and information technology literature; it emerged in response to the growing importance of

knowledge within organizations (Arias & Luis, 2013). Knowledge sharing has the potential to improve existing knowledge and generate new information (Huang, Davison, & Gu, 2008). The importance of information exchange is being recognized by an increasing number of Chinese businesses. As a result, managers have started to encourage their staff to share expertise (Huang et al., 2008). Concealing valuable knowledge, as opposed to the act of hiding, can result in significant consequences (Hecht et al., 2015). Studies have begun to document the adverse consequences of information concealing (Hecht et al., 2015). Fortune 500 firms incur an annual loss of around $31.5 billion due to their failure to share information. According to an ongoing review conducted in the United States, 33% of the participants acknowledged concealing information (Peng, 2013). Similarly, 46 percent of participants admitted to engaging in information concealing within their organizations at least once. The source cited is Peng, 2013. Nevertheless, there are specific activities that include concealing information, and our investigation aims to determine if certain types of knowledge hiding are more detrimental than others (Demirkasimoglu, 2015). This study describes various scenarios in which individuals deliberately or inadvertently conceal information (Connelly & Zweig, 2015). This research focuses on the reasons why individuals choose to withhold their information (Peng, 2013). Knowledge hiding refers to the intentional act of concealing or withholding information that is requested by others (Černe, Hernaus, Dysvik, & Škerlavaj, 2017). It is not merely the opposite of sharing information; it implies a desire to preserve knowledge that someone else has requested. This behavior may indicate a potential for negative outcomes (Černe et al., 2017). Employees are obligated to share their expertise with their colleagues, and organizations invest in the development of knowledge sharing and appoint executives to promote this exchange (Huang et al., 2008). Many reps withhold some information. Employees may engage in the practice of “Knowledge hiding”, in which one person knowingly refuses to provide another person with information that they have asked for inside the business (Connelly & Zweig, 2015). Despite the sincere efforts of managers, many employees tend to hoard information or are reluctant to share their expertise with colleagues or superiors (Gurteen, 1999). Many organizations have provided instruction in certain activities that promote the widespread dissemination of ideas and information among members of the organization (Huang et al., 2008). Information concealment remains prevalent in contemporary work environments. Associations have implemented several initiatives to promote knowledge exchange, but the outcomes have not met or exceeded the expectations of the management (Peng, 2013). Knowledge concealment arises from various factors, including individual-level characteristics such as personality traits (Demirkasimoglu, 2015). Poor sleep quality is a condition that is often overlooked or not thoroughly studied, although it has the ability to impact knowledge concealment. Sleep appears to facilitate the “disconnected” processing and consolidation of individual memories, enhancing their potential usefulness for recalling events in the future (Sohn, Kim, Lee, & Cho, 2012). During sleep, our cognitive abilities and memories are consolidated in the brain regions that are more optimized and enduring, leading to enhanced efficiency. (Pereira, Summer, & Elfering, 2014). There is a belief that a lack of sleep may lead to the concealment of knowledge (Nunes et al., 2009). Insufficient sleep can cause individuals to exhibit sluggish, stressful, or unpleasant behavior, ultimately resulting in purposeful or inadvertent concealment of knowledge. Human beings have an inherent need for an appropriate duration of sleep in order to function well (Nunes et al., 2009). Inadequate sleep quality is associated with increased healthcare expenses, absenteeism, heightened susceptibility to mental disorders, and overall poor influence on measures of well-being (Rossini et al., 2012). One prominent concern associated with job continuity is a decrease in both the quality and quantity of sleep. Specific sleep disorders can increase the risk of depression and death. From the early 1980s onwards, moderators have been facing an increasing amount of stress in the job (Leung, Siu, & Spector, 2000). When people don't get enough good sleep, it might cause mental distress and, in the long run, cause them to keep secrets. The citation for the source is Banks, Kohn-Wood, and Spencer (2006). The quality of sleep leads to self-regulatory depletion, which in turn results in knowledge concealing (Welsh & Ordóñez, 2014). Theoretical frameworks on self-regulation may provide a novel conceptual comprehension of deceitful behavior (Welsh & Ordóñez, 2014). Workplace exclusion acts as a mediator in the link between sleep quality and psychological discomfort and self-regulatory exhaustion. Social and economic policies in Europe have made it a crucial goal to address and eliminate social exclusion (Bayram, Bilgel, & Bilgel, 2012). The European Union (EU) defines social exclusion as the process by which certain individuals are marginalized and prevented from fully participating in society due to their poverty, lack of essential skills and long-term educational opportunities, or as a result of discrimination (Bayram et al., 2012). In order to obtain an advantage

or achieve a competitive edge, businesses must establish intentional processes for generating and utilizing information. In order to assess the elements that influence knowledge concealing and mitigate negative outcomes within businesses, we are conducting tests. Initially, we enhanced our understanding of concealing written works by emphasizing the significance of the quality of sleep. Furthermore, the inclusion of two mediators to connect poor sleep quality and information concealing will enhance our comprehension of the impact of little sleep on concealing information. This study will also look at how workplace exclusion affects the correlation between bad sleep and other health problems.

Problem Statement

The research problem statement focuses on the crucial issue of comprehending the impact of inadequate sleep quality on workplace behaviors and interactions within consultancy businesses. Despite accumulating research, the precise impact of inadequate sleep on psychological discomfort, self-regulation impairment, workplace exclusion, and knowledge concealment in professional contexts remains unclear. Workplace dynamics will regulate and mitigate such correlations, while the study will also examine whether psychological distress and self-regulatory impairment play significant roles as mechanisms. This research will examine the effects of inadequate sleep quality on employee behavior and organizational effectiveness in consultancy businesses. The aim is to contribute to the understanding of how to enhance well-being and productivity in the workplace.

Research Objectives

1. The goal is to examine how psychological suffering mediates the relationship between poor sleep quality and the act of concealing knowledge.
2. The aim is to evaluate the impact of poor sleep quality on the act of hiding knowledge, specifically examining how self-regulatory impairment plays a role as a mediator.
3. The aim is to evaluate how occupational exclusion influences the connection between poor quality sleep and mental health issues.
4. The purpose of this research is to determine whether or not unemployment modifies the correlation between inadequate sleep and impaired self-regulation.
5. The goal of this research is to find out how social exclusion at work influences the correlation between not getting enough sleep and keeping secrets by looking at the moderating role of psychological discomfort.
6. This research aims to assess how workplace exclusion impacts the connection between inadequate sleep quality and the act of hiding knowledge, while taking into account the role of self-regulatory impairment as a mediator.

Literature Review

Poor Sleep Quality

The absence of a well-defined phrase arises from the widespread usage of "sleep quality" in the field of sleep medicine. Sleep measurements encompass several aspects of sleep quality, Considerations including total sleep time (TST), sleep onset latency (SOL), degree of fragmentation, total wake time, sleep efficiency, and incidences of spontaneous arousals or apneal, which are events that disrupt sleep, are included in these metrics (Krystal & Edinger, 2008). Inadequate sleep, marked by fragmented or unsatisfactory sleep, is associated with a variety of health-related problems. These factors encompass a decline in the overall well-being and financial burdens. Social and biological changes have a substantial impact on the sleep habits and inclination for risk-taking in teenagers. Obtaining adequate sleep is essential at every stage of development.In adolescence, sleep has the potential to influence cognitive and emotional performance. Insufficient sleep quality is often observed when the developmental phase is inadequate (Wickins, 2007). Emotional deficit and emotional hostility are linked to a decline in sleep quality, characterized by a tendency towards engaging in risky activities, reduced ability to focus and manage behavior, and limited emotional regulation (Telzer, Fuligni, Lieberman, & Galván, 2013). Different types of sleep have the ability to forecast significant health results. The study conducted by Duggan, Friedman, Mcdevitt, and Mednick (2014) primarily investigates the relationship between health and the length of sleep. A lack of quality sleep is associated with negative effects on mental and physical health (Crain, 2012). Furthermore,

it results in other health ailments such as bodily discomfort, migraines, and stomach difficulties. According to Ã et al. (2007), there are a number of unfavourable effects linked to sleep problems. These include irreversible damage, chronic diseases, low self-rated health, emotional distress, and tension. Spiegel, Leproult, and Cauter (1999) found that poor sleep quality is associated with an increased risk of developing diabetes because it affects metabolic system function. Muscle pain and gastrointestinal problems are among the health consequences that people who have trouble sleeping have described (Ã et al., 2007; Crain, 2012). Research has shown that sleep disturbances are linked to various negative outcomes, including overall deterioration of health, chronic medical conditions that cannot be cured, poor self-rated health, and increased levels of distress and tension (Ã et al., 2007). Elevated sleep disorderliness presents a substantial hazard to mental well-being, as it has the potential to result in depression (Jansson, Linton, Jansson, & Linton, n.d.). There is a correlation between workers who have trouble sleeping and an increased occurrence of public health problems. There is a correlation between poor sleep quality and motor vehicle accidents (Jansson et al., n.d.). Sleep-related accidents may surpass an annual cost of $50 billion (Leger, 2018). This expense could potentially increase by an additional $50 billion each year as employers bear the burden of costs resulting from labor attrition related to sleep issues (Leger, 2018). Each year, the consequences of sleep-related disorder lead to healthcare expenses amounting to $15 billion (Ã et al., 2007). Sleep quality is the term used to describe the overall experience of a sleep period, including the process of falling asleep, staying asleep, the duration of sleep, and the level of contentment upon waking up (Maheshwari & Shaukat, 2019). According to the American Academy of Sleep Disorders (Grandner, 2019), it is recommended that adults sleep for a minimum of seven hours every day. Inadequate sleep quality is strongly linked to various disorders, Examples of the negative effects of this condition include less motivation, depression, difficulty sleeping, poor memory, weakened immune system, slowed cognitive and motor responses, excess body fat, metabolic disorders, an increased chance of developing cancer and heart disease. Additionally, it is linked to an elevated likelihood of work-related injuries and reduced efficiency. Obesity, cardiovascular disease, and cognitive dysfunction are just some of the health problems linked to insufficient sleep, according to studies. At the University of Gondar Comprehensive Specialised Hospital, which employed 418 healthcare staff in 2024, Tesfaye conducted a study. According to Tesfaye et al. (2024), the Pittsburgh Sleep Quality Index was used as a measurement method in the study. A disproportionately large number of participants (58.9%) reported very poor sleep quality on a regular basis. The characteristics that were shown to predict this included being female, engaging in shift work, not exercising regularly, chewing khat, and experiencing depressed symptoms. This finding highlights the necessity for frequent monitoring and interventions aimed at enhancing the sleep quality and overall good of healthcare professionals (Denison et al., 2021).

Workplace Exclusion

A number of things, including stress, gender, age, exercise, habits, and workplace characteristics might influence an individual's sleep quality. Insomnia is a common occurrence among healthcare professionals. However, the prevalence of this issue can be influenced by several factors, such as sociodemographic and vocational features (Nielsen et al., 2020). Sleep issues can lead to reduced immunity, decreased adaptability, anxiety, depression, and other mental and physical ailments (Magnavita et al., 2019). Moreover, research has established a connection between sleep disruptions and various illnesses, occupational accidents, and long-term health problems. These disturbances have been proven to affect both productivity and overall quality of life (Robbins et al., 2019). Shift work patterns are increasingly prevalent in numerous contemporary professions. According to Visvalingam et al. (2020), around 20% of the employed individuals work during nighttime or at varying shifts. Depending on the type of job, you can get things done in two eight-hour shifts that start at midnight or in three eight-hour shifts that begin at midnight. Many unpleasant emotions, including depression, social anxiety, humiliation, guilt/shame, resentment, and despair, are linked to feelings of exclusion, whether actual or imagined (Hitlan & Noel, 2009). Reductions in psychological well-being, performance, and contentment with coworkers are linked to workplace exclusion, which is characterised as the degree to which an individual feels ignored or overlooked at work, and engagement in negative behaviors such as rudeness, mockery, and withholding support (Scott, Restubog, & Zagenczyk, 2013). Exclusionary practices can manifest in several ways, such as employing the silent treatment, displaying apathetic affection, actively avoiding someone, neglecting their presence, or outright rejecting them. Based on previous authoritative and social-psychological research, workplace exclusion is defined as the act of

dismissing or ignoring an individual or group by another individual or group. This behavior hinders the person's ability to establish or maintain positive relationships, achieve success in their job, or maintain a good reputation within their workplace (Hitlan & Noel, 2009). Wang, Patterson, and Hills (2002) have discovered several theatrical notions related to exclusion in the realm of social policy research. However, there is no unanimous consensus on exclusion. Despite widespread compliance, the level of deprivation goes beyond mere details and presents a more intricate, intricate, and captivating understanding of poverty. Lucas (2012) Workplace exclusion is the absence of approval for resources, rights, goods, and services, as well as the failure to engage in customary workplace interactions and activities.

This exclusion can occur in any sector of society, whether it be economic, social, cultural, or political. The notion of workplace exclusion originated in Europe but has now become a widely accepted topic in British policy and study. The roots of this idea may be traced back to Townsend's (By, 2006) basic definition of poverty, which refers to a state of extreme destitution. When people's financial means fall below what is considered to be the bare minimum, it becomes nearly impossible for them to carry out their daily lives as they normally would. The processes by which individuals are excluded from participating in customary social responsibilities within firms are referred to as social exclusion (Kilpatrick et al., 2003). Exclusion is a multifaceted process that typically, though not always, involves poverty (Kilpatrick et al., 2003). Workplace exclusion refers to one group targeting another group in order to gain an edge, resulting in one group having more power than the other. This is also recognized as a crucial factor influencing overall well-being. Social exclusion has a detrimental impact on health as it restricts access to social resources that promote well-being (Shaw et al., 2001). Workplace exclusion is a method used to unfairly discriminate against a group by deliberately excluding them from certain activities or opportunities (Samers, 1998). The notion of "workplace exclusion" is relatively new but has garnered significant interest in research and policy investigations, surpassing concepts such as “poverty” or “deprivation” (Marsh & Mullins, n.d.). In addition, the phrase has not achieved consensus in the context of migrants and ethnic minorities, where it typically relates to the concepts of “greater integration” or “lesser integration” (inclusion or exclusion) (Samers, 1998). The term "social exclusion" is often used interchangeably with “poverty” due to political considerations. Officials, who have set a minimum income threshold to meet basic necessities, are reluctant to use the term "poverty" when referring to their country. Thus, social exclusion is depicted in a euphemistic manner, which is considered more suitable and less offensive compared to the existing term and its negative implications (Vanmontfort, Berghman, & Rombauts, 2015).

Psychological distress

Some claim that in today's culture, people often get less than adequate sleep. Many diseases and conditions are characterized by sleep disturbances, which are associated with a marked decrease in quality of life and can be used as a diagnostic tool (Freeman et al., 2020). The Diagnostic and Statistical Manual of Mental Disorders includes sleep disturbances as a diagnostic criterion due to the high prevalence of these symptoms as markers of particular mental disorders. Hombali et al. (2019) set out to fill a notable void in our understanding of the prevalence of poor sleep quality by looking into the correlation between poor sleep and mental health issues. The purpose of the study was to collect information on the frequency of poor sleep quality and its correlation with mental health issues across various age groups. The results indicated that 42.4% of respondents had poor sleep quality. In addition, individuals who were designated as poor sleepers exhibited significantly more severe psychological issues. There was a clear pattern indicating that as sleep quality declined, there was a corresponding increase in symptoms of mood disorders and anxiety. The study closes by recommending the necessity of conducting further research using objective sleep metrics to create customized health promotion programs for middle-aged individuals (Richards et al., 2020). The prevailing concepts commonly employed in relation to mental health difficulties in the workplace are psychological discomfort and depression. Psychological distress is increasingly comprehensive in its definition and assessment as it encompasses various expressions of mental imbalance described and quantified by two distinct concepts. This condition is marked by numerous psychophysiological and behavioral symptoms that are not specific to any particular disease. These symptoms include depressive and anxious reactions, irritability, cognitive decline, sleep difficulties, and absenteeism from work, among others (Durand & Marchand, 2005). Psychological distress encompasses factors such as work strain, mental exhaustion, and feelings of discouragement at work. These factors have been found

to have significant effects on work, family, and health outcomes. Examples of these outcomes include work satisfaction, conflicts between work and family life, behavior that benefits the organization, deviant behavior at work, work performance, intention to leave the job, and high blood pressure. If left untreated, psychological distress can lead to increasingly severe, reversible medical conditions such as psychosomatic ailments, arterial hypertension, severe depression, and alcohol abuse. Permanent disability, unexpected death, suicide, cardiovascular disease, and neuropsychiatric disorders are some of the irreversible harms that might develop over time. According to Durand and Marchand (2005), when people experience psychological distress, it usually means that something is wrong with their mental condition. Psychological distress is defined as an extremely unpleasant emotional condition (Mackey, Gass, & Mcdonough, 2019). The list of negative outcomes is long and includes things like social isolation, low self-esteem, anxiety, despair, and impatience (Poulin & Battaglini, n.d.). This result for health is more of an overall unfavorable state of mind than a diagnosis of a particular mental illness like GAD, depression, or burnout (Durand & Marchand, 2005).

Self-regulatory impairment

Currently, sleep deprivation has emerged as a prevalent concern in modern society. People often neglect the need of sleep due to their daily routines, work responsibilities, and mental pressures (Molero Jurado et al., 2019). People who have a habit of staying awake late at night generally have lower performance levels, resulting in them often lagging behind in completing a significant quantity of work. Evening hours are essential for compensating for any work schedules that were not completed (Chang & Lin, 2019). However, this can pose a challenge and result in increased sleep deprivation, which can give rise to a range of other diseases, encompassing both mental and physical sleep-related problems. Sleep is a vital physiological requirement for individuals to recuperate from the fatigue of their daily activities. Having a high standard of sleep quality is crucial for maintaining a healthy and enhanced quality of life. Inadequate sleep in individuals without sleep disorders was initially identified as a failure in self-regulation caused by poor sleep habits. As per the findings of Cavicchioli et al. (2019), self-regulation refers to a systematic process that involves conscious and intentional effort to modify behaviors with the aim of achieving a certain objective. Individuals' intents and behaviors display inconsistency when they lack the ability to exert self-restraint. Some people fail to achieve their goals because of the intention-behavior gap Therefore, if you're having trouble sleeping, it can be an indication of a behavioral problem. An individual's behavior can be guided towards specified goals or norms through the cognitive process known as self-regulation. Several organizational tasks rely on self-regulatory processes, including psychological functioning, multitasking, subtle learning abilities, and job performance (Converse & Deshon, 2009; Porath & Bateman, 2006). Individuals are able to maintain control and direction of their behaviors in pursuit of their goals, regardless of external factors, thanks to a system of processes known as self-regulation (SR). Mind, emotion, and behavior regulation all fall under this category (P0orath & Bateman, 2006).If workers participate in emotional labour, as per the depletion model, it is expected that their performance may suffer during subsequent self-regulating behavioral events due to the depletion of organizational capital (Tice, Baumeister, Shmueli, & Muraven, 2007). Self-regulation is commonly defined as the conscious and deliberate actions taken by an individual to modify their own reactions or behaviors. Psychologists have increasingly acknowledged the influence of automatic elements on human behavior (Dijksterhuis & Bargh, 2001). However, it is possible for some of our actions to be altered by our great determination. Self-regulation refers to the intentional initiation of activities, emotions, feelings, or wants by an individual (Converse & Deshon, 2009). Self-regulation frequently involves cognitive reinforcement or behavioral activation, which refers to the inhibition of innate impulses. Firstly, self-regulation encompasses actions such as getting out of bed in the morning or persevering through difficult tasks. It involves restraining certain behaviors, such as hiding under the covers, leaving, or yelling at loved ones, and consciously choosing alternative behaviors (Vohs, Faber, & Faber, 2015). Self-regulation frequently involves cognitive reinforcement or behavioral activation, which refers to the inhibition of innate impulses. Firstly, self-regulation encompasses actions such as getting out of bed in the morning or persevering through difficult tasks. It involves either restraining certain behaviors (like hiding under the covers, giving up, or lashing out at loved ones) or intentionally choosing alternative behaviors (as suggested by Muraven, 1998 and Tice et al., 2007).

Knowledge Hiding

Research on writing surveys suggests that the knowledge concealment strategy can be classified into three main categories: The three types discussed are justifiable concealment, evasive concealment, and feigning ignorance (Demirkasimoglu, 2015). Each of these strategies of concealing knowledge can be elucidated by a crucial indicator referred to as uncertainty. Factors like as uncertainty, interpersonal relationships, social exchanges, and organizational structure might influence employees' tendency to conceal knowledge (Simmel, Sozialtheorien, & Blau, 2019). The concept of knowledge concealment can be used to describe this occurrence within organizations. Knowledge hiding refers to a deliberate effort by an individual to avoid or conceal information that has been shared by someone else. When someone explicitly asks for information while the other person intentionally conceals it, a behavior of knowledge concealment takes place (Hecht et al., 2015). According to Connelly and Zweig (2015), knowledge hiding is not simply the act of not sharing information. Instead, it refers to the deliberate effort to keep or conceal information that has been disclosed by someone else. The theory of psychological ownership may provide some elucidation for why individuals conceal information. According to the psychological ownership theory (Pierce, Learmonth, Ross, & Patterson, 2004), humans have the capacity to cultivate a feeling of possession towards an object. if they have consistent control over it, invest significant time or effort into it, or are familiar with it. In addition, individuals are hesitant to reveal the purpose of their ownership to others due to the potential loss of control and negative emotions that may arise from sharing with others (Pierce et al., 2004). As individuals acquire, control, or generate information, they develop a sense of ownership over it. That is the reason why they desire to conceal or preserve it. Therefore, it is advisable to clearly identify information and its mental ownership through the practice of knowledge concealing. Connelly and Zweig (2015) have identified several antecedents of knowledge concealing, such as uncertainty, the complexity and relevance of information, and the organizational culture of information sharing. Regardless, academics have limited knowledge about the cognitive process of knowledge concealing. This study aims to further explore the relationship between information-based mental possession and knowledge concealment by examining the specific factors of how and when this influence occurs. Aladdin, Mahomed, Imam, and Hwan conduct a systematic literature review to investigate the adverse outcomes associated with knowledge concealment behavior in organizational settings (Alaydi et al., 2023). This review comprehensively integrates theoretical, methodological, and empirical aspects to thoroughly elucidate the outcomes of knowledge concealment. The results demonstrated that information concealment has adverse impacts on organizational performance and promotes a detrimental working atmosphere. While this review primarily focuses on concepts and suggests the necessity of a meta-analysis or empirical studies for a more refined framework, it significantly contributes to the literature on organizational behavior Knowledge hiding can be studied using a variety of methods, and this page gives a comprehensive overview of those methods while also pointing out which areas require more research.

H1: Workplace exclusion has a mitigating influence on the positive impact of poor sleep quality on psychological discomfort.

The relationship between sleep quality and psychological issues is still being investigated. Various researchers have discovered that when rest disorder, torment, and discomfort occur simultaneously, they are referred to as "symptom clusters" (Nishiura & Tamura, 2015). The prevalence of mental disorders among workers tends to rise when they perceive instances of unfairness or injustice in their work environment. Rupp and Cropanzano (2002) argued that individuals frequently perceive their employing businesses as autonomous social entities capable of dispensing fairness or unfairness. Thus, it is postulated that a decline in sleep quality will result in an increase in psychological discomfort, which will be influenced by workplace exclusion. Specifically, compared to individuals who do not experience workplace exclusion, People experiencing both poor sleep quality and workplace exclusion are more likely to display signs of psychological distress. This moderation effect is significant because it demonstrates the interconnectedness of individual health behaviors and the workplace environment. It highlights the cumulative risks and emphasizes the need for comprehensive interventions that address both personal and organizational factors. Available evidence confirms that comprehensive interventions are essential for mitigating the detrimental effects of sleep deprivation and job-related exclusion on mental well-being.

H2: Inadequate sleep quality has a beneficial influence on the impairment of self-regulation, with the workplace exclusion acting as a mitigating factor.

According to Vertes and Siegel (2004), getting enough rest during a nap is necessary before being able to perform well. Rest is undeniably essential for both humans and other creatures. It is a complex system of physiological cycles that induce sleep and create a need for rest throughout our lives (Vertes & Siegel, 2004). According to a poll conducted by Vertes and Siegel in 2004, it is often observed that people tend to sleep more when they are working. Rest is a prominent activity for workers. Several adverse variables hinder sleep (Barnes, 2012). Sleep patterns, including daytime sleep, have a significant Impact on procrastination (Lanaj, Johnson, & Barnes, 2014). The ability to regulate is akin to a muscle that enhances throughout sleep. Taking a daytime nap enhances the body's ability to maintain control and prevent fatigue (Kühnel, Bledow, & Feuerhahn, 2016). The study conducted by Barnes (2012) reveals that a decline in both the quality and duration of sleep has a negative impact on an individual's self-control at the job. Based on the assessments of the studies mentioned, we propose that a decline in sleep quality will lead to an increase in self-regulatory impairment, with workplace exclusion playing a moderating role. More specifically, those who suffer from both poor sleep quality and workplace exclusion are prone to displaying higher degrees of self-regulatory impairment in comparison to those who do not experience workplace exclusion. This study is grounded on the concept of workplace exclusion, as proposed by Lucas (2012) and Vanmontfort, Berghman, and Rombauts (2015), which suggests that it has a moderating influence. This idea emphasizes the essential requirement of simultaneously taking into account an individual's own sleep habits and workplace dynamics to enhance their self-regulation and overall job performance. According to the authors Magnavita et al. (2019) and Robbins et al. (2019), the relationship between these characteristics indicates that intervention methods to mitigate the adverse impact on self-regulation should focus on individual health behaviors and organizational practices.

H3: Knowledge concealing is facilitated by poor sleep quality through psychological discomfort.

Research in the field of literature confirms that there is a connection between psychological strain and poor sleep quality, which in turn leads to the occurrence of information concealment behaviors. Freeman et al. (2020) have found that sleep abnormalities can be used to predict the occurrence of other conditions, such as psychological discomfort. Hombali et al. (2019) additionally ascertain that inadequate sleep quality is a prognosticator of an elevated incidence of psychiatric issues across all age cohorts. Additionally, they observe that the group of poor sleepers is indicative of more severe psychological problems, thus suggesting a potential direct correlation between sleep quality and psychological suffering. Psychological discomfort encompasses various adverse emotional states The mentioned symptoms encompass symptoms of anxiousness, sadness, and impatience. Psychological discomfort, according to Durand and Marchand, often impairs people's cognitive functioning and behavioral control. hence increasing the likelihood of engaging in counterproductive workplace activities such as information concealing. Connelly and Zweig explain how psychological factors, such as stress and worry, might lead individuals to deliberately conceal their knowledge. The existing literature strongly supports the idea that psychological discomfort plays a mediating role in the connection between poor sleep quality and knowledge concealment. This underscores the presence of a detrimental cascade of events that originates from the quality of sleep, subsequently impacting mental well-being, and ultimately exerting an influence on workplace behaviors.

H4: Through the intermediary of impaired self-regulation, poor sleep quality enhances knowledge concealing.

The relationship between knowledge concealment activities and self-regulatory impairment can be explained by poor sleep quality acting as a mediator. Sleep deprivation hampers self-regulation, impeding individuals' ability to manage their actions and moderate their emotional reactions. According to Cavicchioli et al. (2019), self-regulation involves consciously changing one's behavior, but this might be challenging when sleep quality is poor. The absence of self-discipline results in actions that deviate from one's intended behavior; this is known as the intention-behavior gap. This phenomenon can be observed in the professional environment through the practice of knowledge concealing, wherein an individual refrains from sharing information due to a compromised ability to regulate their own behavior. Connelly and Zweig (2015) suggest that individuals may intentionally withhold knowledge due to difficulties in self-regulation, which impede their ability to manage the cognitive and emotional aspects of sharing knowledge. This phenomenon is clearly demonstrated in the research, Due to a

strong correlation between inadequate sleep quality and the act of hiding information. The link between these two factors is facilitated by a deficiency in self-regulation, suggesting that sleep-related challenges in self-control can result in unproductive behavior's in the workplace.

H5: The relationship between poor sleep quality and knowledge concealment is indirectly influenced by workplace exclusion, with psychological distress acting as a mediator.

Work exclusion, also known as being disregarded or neglected in the professional environment, can exacerbate the adverse impact of inadequate sleep on psychological discomfort. The workplace can cause considerable psychological suffering, such as melancholy and worry, due to exclusionary behaviors, as shown by Hitlan & Noel (2009) and Scott et al. (2013). The co-occurrence of inadequate sleep quality and workplace exclusion exacerbates psychological distress. Moreover, increased psychological distress can intensify the inclination to participate in information concealment as a coping mechanism. Sleep deprivation and workplace exclusion exacerbate the hostile work environment and intensify knowledge hiding activities. Literature significantly supports the idea that workplace exclusion plays a significant role in moderating this link. It suggests that sentiments of exclusion might intensify the psychological distress caused by poor sleep quality, leading to a higher occurrence of knowledge concealment.

H6: The relationship between poor sleep quality and knowledge concealment is indirectly influenced by workplace exclusion, with the mediation of self-regulatory impairment.

The relationship between occupational exclusion and poor sleep quality, specifically in relation to a state of heightened self-regulatory dysfunction, can be better comprehended within this framework. assert that self-regulation plays a crucial role in managing workplace behaviors and emotions. Workplace exclusion hampers individuals' capacity for self-control, particularly when they are suffering from low sleep quality. Research also suggests that workplace exclusion is an additional factor that contributes to stress and might lead to further exhaustion of already limited self-regulatory abilities. This depletion further hinders individuals from engaging in pro-social workplace actions, hence increasing the probability of information concealing. Studies confirm that job exclusion might exacerbate self-regulatory deficits caused Due to inadequate sleep and deliberate hiding of information. The literature study findings corroborate the hypothetical model, indicating a probable correlation between subpar sleep quality and engagement in actions aimed at hiding knowledge. The correlation between these two phenomena is probably impacted by psychological distress and reduced self-control. Prior research has demonstrated that workplace exclusion plays a significant role in reducing the adverse impacts of inadequate sleep quality on psychological distress and decreased self-control. Consequently, this enhances the probability of knowledge being concealed while on the job. This review delves at the complex interplay between the quality of sleep, individual psychological traits, and the dynamics of the workplace as they pertain to the impact on employee conduct.

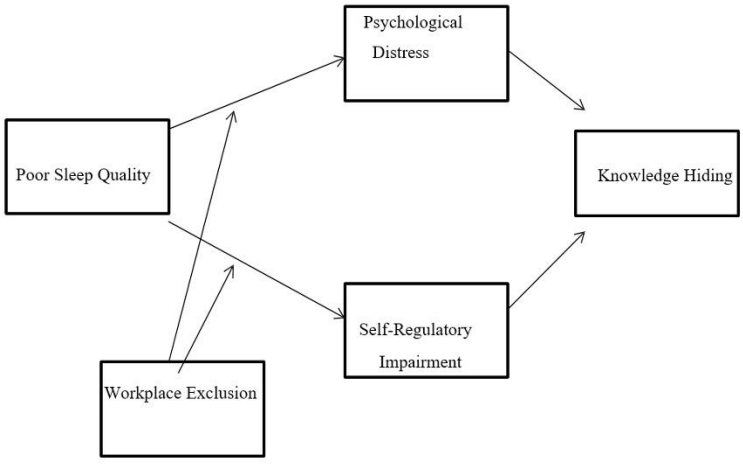

Figure 1: Theoretical Framework

Research Methodology

This study employs hypothesis testing to clarify the nature of relationships between variables. This research will utilize a causal study approach in order to ascertain the interdependence of variables. This research is being conducted in a real-life work setting, more precisely throughout a typical workday.

Sample Size and Sampling Technique

The target population comprises personnel from several consultant businesses. The sample comprises individuals who are employees actively engaged in consultancy businesses. At first, the data was collected from 250 responders, resulting in a significant range of information. Subsequently, the number was decreased to 200 by selectively including just the most precise and suitable data. The determination of the sample size was based on the assessment of statistical power, resource limitations, and the variabilities of responses. The researchers employed a stratified random sample method to guarantee the inclusion of individuals from various levels and departments within the consultant businesses. This technique will provide a thorough and all-encompassing perspective on the issues being examined.

Data Collection

Standardized, closed-ended questionnaires targeted at individuals working in consulting firms were used for data collection. The questionnaires were selected from already validated instruments that were utilized in earlier research, guaranteeing their reliability and validity. Questionnaires were distributed via email and in person, depending on the respondents' accessibility and convenience. Subsequent notifications were dispatched to ensure a significant rate of feedback.

Measurement Tools

Methodically organized and definitively concluded Questionnaires were created and distributed to staff at various consultancy businesses as a means of measurement. When selecting pre-existing questionnaires from prior research, it is important to note that they have been carefully designed and are likely to produce relevant and suitable results.

Data Analysis Techniques

The gathered questionnaires were examined using quantitative data. The data was analyzed using the statistical software programs SPSS and AMOS. These methods are appropriate for delivering precise values and quantitative measurements of research variables and their correlations. Statistical analysis of data to summarize and describe its main characteristics. Typically employed to concisely outline the fundamental characteristics of the data. The study included inferential statistical techniques, including regression analysis, ANOVA, and hypothesis testing, to examine correlations and associations between variables. Methods for analyzing multiple variables simultaneously: The application of Structural Equation Modeling was utilized to analyze intricate interactions between variables.

Assumptions of Multivariate Analysis

Throughout the development of multivariate analysis, numerous assumptions were scrutinized to confirm its validity. The data's normality was evaluated using statistical techniques, such as the Shapiro-Wilk test, to see whether the data adhered to a normal distribution. The linearity assumption ensures that there is a direct and proportional relationship between the variables that are not affected by other factors and the variables that are influenced by the independent variables. Examining the homoscedasticity assumption allowed us to confirm that the error distribution is continuous across all levels of the independent variables. By calculating the variance inflation factor (VIF), which seeks to discover any relationship among predictor variables, the presence of multicollinearity was evaluated. To determine if the mistakes were independent, the Durbin-Watson statistic was used ensuring that the residuals are not correlated with each other. Once these assumptions were tested and confirmed, they were verified for multivariate analysis in order to ensure that the data may be interpreted in a comprehensive and reliable manner.

Results and findings

Table 1 Sample Profile

Variable	Sample *n*	Sample %
Gender		
Male	125	61.6%
Female	78	38.4%

Table 1-Sample Profile

The following table, Table 1, displays the profile of the sample used for this investigation. In this study, information was gathered from a total of 203 participants, with 61.6% being male and 38.4% being female. 80% of the responders have completed a Bachelor of Arts degree. Furthermore, the majority of the employees belong to the age range of 21-27.

Reliability Analysis

In order to determine if a construct in table 2 is reliable, we use Cronbach's Alpha, which must be more than 0.70. According to the study, the construct of poor sleep quality has a reliability of 0.795, which is higher than the criterion of 0.70. Except for workplace exclusion, which has a value below this acceptable threshold of 0.678, all of the other dimensions studied in this study—psychological distress, self-regulatory impairment, knowledge concealment, and workplace exclusion—meet the minimal acceptable criterion of 0.70. While still considered adequate, this indicates that the employment exclusion scale's internal dependability is not totally sufficient.

Table 2 Reliability Analysis

Cronbach Alpha	Variable Name
α = 0.795	Poor Sleep Quality
α = 0.826	Psychological Distress
α = 0.754	Self-regulatory Impairment
α = 0.678	Workplace Exclusion
α = 0.767	Knowledge Hiding

Component Factor Analysis

Table 3 is referenced. Principal component analysis provides a comprehensive and detailed representation of data in three dimensions. The CFA primarily identifies

The process of aligning elements of structures using gathered information.

Table 3 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.708
Bartlett's Test of Sphericity	Df	1326
	Sig.	0.000

The KMO and Bartlett's test were conducted to evaluate the appropriateness of Factor Analysis. The dataset findings satisfy the minimum permissible threshold of 0.70. In addition, the significance value is 0.000, which

is lower than the threshold of 0.05. The researcher employed the Barlett's and Kaiser-Mayer-Olkin (KMO) test to evaluate the precision of the research, which was determined to be suitable and precise.

Mean and Standard Deviation of constructs

Table 4 Mean and Standard Deviation of Constructs

Variables	Mean	Std. Deviation	N
PSQ	0.9775	0.51380	203
KH	2.2053	0.59444	203
PD	2.6079	0.72141	203
WE	2.7385	0.57311	203
SRI	3.1724	0.87340	203

The table 4 specifies that the standard deviation (SD) should fall between the range of 0.5 to 1. The values of the standard deviations for the constructs that were examined in this research are acceptable.

Correlation

PSQ	1				
KH	0.287*	1			
PD	0.293**	0.275**	1		
WE	0.267*	0.227**	0.017	1	
SRI	0.037	-0.074	-0.286**	0.123	1

Table 5 Correlation

Table 5 indicates that the correlation value ranges from positive one to negative one. The chart clearly demonstrates that there is a significant positive correlation between poor sleep quality (independent variable) and knowledge concealment (dependent variable). Additionally, there is a substantial positive association between psychological discomfort and workplace exclusion. Nevertheless, there was a modest positive correlation between low sleep quality and impaired self-regulation, specifically acting as a mediator. Regarding the second component, information concealing, It is linked to a strong positive correlation with psychological distress and exclusion from the workplace. Moreover, there is a reciprocal correlation between the act of hiding knowledge and the weakening of self-regulation. There is a little positive association between psychological discomfort and occupational exclusion, although there is an inverse association between psychological discomfort and self-regulatory impairment. Moreover, there is a distinct and favorable correlation between vocational exclusion and impairment in self-regulation.

Hypothesis Testing

The table presents a summary of the regression weights and the outcomes of hypothesis testing. Highlighted are associations that are statistically significant ($p < 0.05$).

		Estimate	S.E.	C.R.	P	Label
PD	<-- ZSQ	.256	.059	4.323	***	par_1
PD	<-- Moderator	-.119	.055	-2.184	.029	par_3
SRI	<-- Moderator	.120	.070	1.728	.084	par_4
SRI	<-- PD	-.372	.106	-3.525	***	par_5
SRI	<-- ZSQ	.000	.079	-.004	.997	par_6
KH	<-- PD	.254	.070	3.657	***	par_2
KH	<-- SRI	.053	.056	.935	.350	par_7

Regression Weights: (Group number 1 - Default model) Table 6 Regression Weights

Table 6 clearly demonstrates a strong correlation between sleep quality and psychological well-being. The variables anguish, psychological distress, moderator (Workplace Exclusion), and psychological distress and knowledge concealment all satisfy the minimal acceptable threshold of 0.05. However, other associations are deemed unacceptable due to their p-values being greater than 0.05.

Hypothesis Testing

Hypothesis	**Accepted/Rejected**
H1: Poor sleep quality is positively associated with psychological suffering. The impact of workplace exclusion on moderation.	Accepted
The impact of workplace exclusion on regulating behavior.	
H2: Inadequate sleep quality has a beneficial effect on self-regulatory dysfunction.	Rejected
Considering the mitigating influence of occupational exclusion .	
H3Psychological anguish serves as an intermediary factor between low sleep quality and the act of hiding knowledge, leading to a positive impact.	Accepted
H4: Inadequate sleep quality positively affects knowledge concealing, with the mediation of self-regulatory impairment.	Rejected
H5: Workplace exclusion has a role in mitigating the connection between low sleep quality and the act of hiding knowledge, with the involvement of psychological distress as a mediator.	Accepted
H6: Workplace exclusion has a role in influencing the connection between poor sleep quality and the act of hiding knowledge, with the involvement of self-regulatory impairment as a mediator.	Rejected

Discussions

This study's findings provide valuable insights into the connections among inadequate sleep quality, psychological discomfort, impaired self-regulation, workplace exclusion, and information concealment among employees in consultancy businesses. The discussion is therefore structured according to the prescribed procedures outlined by Hair et al. (2021): analyzing the findings, contrasting them with relevant scholarly works, emphasizing the theoretical and practical ramifications, and proposing potential avenues for future investigation.

Interpretation of Results

The test results indicate a notable association between insufficient sleep quality and mental anguish, with the impact of occupational exclusion serving as a moderating element.

(H1: confirmed). Insufficient sleep quality heightens the likelihood of experiencing psychological discomfort among employees and exacerbates this effect when combined with workplace exclusion. These findings align with other research that has shown how sleep disruptions contribute to increased stress and emotional fatigue. But even when workplace exclusion is accounted for as a moderator, poor sleep quality does not substantially cause a decrease in self-regulation. The second hypothesis (H2) is in the negative. This finding ran counter to earlier studies that found a robust correlation between good sleep and self-regulation. People may have found ways to effectively manage self-regulation despite their sleep problems in the unique work environment of consulting firms, which is why this idea is dismissed. The results show that psychological anguish and poor sleep quality are associated with knowledge concealment (H3: Accepted). This discovery highlights the significant involvement of psychological discomfort in the process by which poor sleep quality results in the manifestation of knowledge-hiding behavior.

The significance of concentrating on the domain of psychological well-being in order to mitigate information concealment within organizations is highlighted by the indirect relationship. However, the presence of self-regulatory impairment related to information concealment, which is linked to low sleep quality, did not play a role in this case (H4: rejected). This could be attributed to the possibility that there may be additional valid explanations for the correlation between sleep quality and impairments in self-regulation, which impact the occurrence of knowledge concealment, but were not considered in this study. This study used statistical analysis to support the idea that psychological distress mediates the indirect association between poor sleep quality and knowledge concealment, and that workplace exclusion moderates this relationship. We found evidence that supports Hypothesis 5. Organizations face significant implications as a result of the combined detrimental impact of these laws that exclude certain workers and poor sleep on information exchange at work. Hypothesis 6 (Not Supported) states that, after controlling for self-regulatory impairment, the research did not discover any indication that workplace exclusion moderated the association between poor sleep quality and knowledge concealment. By ruling out H2, which implies that the decrease in self-regulation might not be that important in this case, this remark bolsters the earlier claim.

Compare to existing literature

The aforementioned findings add a fresh perspective to the current body of research by elucidating the role of workplace dynamics as a moderator or mediator between poor sleep quality and the consequences regarding mental anguish and the hiding of information. Kim and Kim (2019) shown that feeling excluded at work significantly amplifies home stress, which is consistent with our findings. However, overall, self-regulated impairment only produced marginally meaningful results. That is why it pays to look into other variables that could mediate or moderate these results.

Theoretical Implications

This study mainly adds to the existing theoretical literature by providing more evidence for the relationships between sleep quality and work habits. It is acknowledged that psychological discomfort is a major component influencing information concealment, and that exclusion in the workplace is a major factor in moulding this conduct. A more thorough understanding of knowledge hiding can be achieved by gaining insight into these interconnections. By adding the independent variable of sleep quality, the results enhance the stressor-strain-

outcome paradigm. This study adds significantly to our theoretical knowledge of the interplay between sleep deprivation, psychological distress, impaired self-regulation, and information concealment as it pertains to consulting firm personnel.

Integrating Sleep Quality into the Stressor–Strain–Outcome Framework

By include sleep quality, this study expanded the traditional stressor-strain-outcome paradigm as a crucial precondition. Historically, this approach has mostly concentrated on various factors that cause job-related stress and their immediate impact on employee outcomes, such as job performance and intents to leave the job. However, the consideration of sleep quality complicates the requirement to take into account personal health concerns that may significantly influence professional behaviors. The impact of an individual's health on their work behavior and the company's bottom line can be better grasped in this way.

Role of Psychological Distress as a Mediator

The study reveals that psychological distress has a mediator role in the connection between low sleep quality and knowledge concealment. The discovery highlights the fact that inadequate sleep quality has both a direct impact on unfavorable workplace behaviors and an indirect impact through heightened psychological distress. The sophisticated understanding aligns with the COR theory, which proposes that humans save their physical and emotional resources. The depletion of resources caused by poor sleep quality can lead to increased psychological distress, which in turn might promote behaviors such as information concealing. This behavior may serve as a defense strategy.

Workplace Exclusion as a Moderator

The presence of workplace exclusion plays a moderating role in the connection between inadequate sleep quality and psychological discomfort. This, in turn, indirectly affects knowledge concealment, resulting in a compounded impact of personal and organizational factors. The results indicate that being excluded from the workplace worsens the negative impact of having poor sleep quality on psychological distress, which in turn increases the occurrence of knowledge concealment behaviors. This verifies the social exchange theory, which states that employees respond negatively to unpleasant interactions in the workplace. The hypothesis is further elaborated upon by suggesting that personal weaknesses, such as experiencing low-quality sleep, can intensify harmful reciprocal behaviors.

Self-Regulatory Impairment

In contrast to prior research, it has been established that the absence of self-regulation does not significantly contribute to the relationship between knowledge concealment and poor sleep quality. Put simply, it signifies that anything may hold significance but is not of utmost importance in this specific situation. This discovery prompts a reassessment of the theory of self-regulation in relation to the quality of sleep and behaviors in the workplace. To clarify, an indicator in this context suggests that further investigation may be necessary to examine additional factors that influence the outcome or circumstances that limit the effect.

Practical Relevance of Psychological Well-being

Theoretically, the results highlight the importance of including mental health in models of behavior in the workplace. Resolving mental health difficulties is crucial for promoting positive organizational behaviors, as psychological distress has a substantial mediating effect. Having enough resources to counteract high job demands is emphasized by the job demands-resources theory. In order to avoid stress and increase involvement at work, this is essential. It has been demonstrated in this study that insufficient sleep quality depletes brain resources, much like a work demand. As a result, the JD-R paradigm has grown to include more aspects of both individuals and organizations.

Contribution to Knowledge Hiding Literature

By outlining and investigating the factors that come before it, this study adds to the growing corpus of literature on knowledge hiding. To better understand the motivations behind this behavior, it is helpful to establish a connection between low-quality sleep and psychological distress as significant predictors of knowledge

concealing. Integrating health and well-being aspects into the debate on knowledge sharing and concealment strengthens the theoretical frameworks of knowledge management and organizational behavior.

Practical Implications

In practical terms, the study suggests that interventions aimed at the organizational level should priorities enhancing the sleep quality and psychological well-being of employees. Implementing strategies to reduce workplace exclusion may help ease the cumulative effects on stress and the withholding of knowledge. Managers should acknowledge that insufficient sleep quality and emotions of being left out can have a negative impact on morale. To address this, they should offer helpful tools such as stress management programs and initiatives to create an inclusive workplace.

Future Research

Additional research should look into potential confounding variables that affect the connections between sleep, mental health issues, self-control, and keeping information hidden. Additional longitudinal studies would allow researchers to thoroughly examine the causal relationships and how they change over time. The applicability of research will be enhanced when conducted in diverse organizational contexts and cultural situations.

Conclusion

There is a clear connection between low sleep quality and psychological discomfort, which is influenced by occupational exclusion. A p-value below 0.05 indicates this. The results of this study lend credence to the idea that poor sleep quality is associated with higher levels of psychological distress and modifies the association between social isolation at work and emotional discomfort. Research indicates that when workers perceive unfairness in their workplace, it might lead to increased psychological suffering. Workers' views on organisational justice are explored in this study. According to Rupp and Cropanzano (2002), workers frequently imagine their employers as autonomous social entities with the power to dole out justice or injustice. The objective is to quantify the beneficial effect of low-quality sleep on the deterioration of self-regulation, while accounting for the moderating effect of social exclusion at work. Still, the p-value is higher than 0.05, therefore the results suggest that this link is not significant. Hypothesis 2: The objective is to quantify the beneficial effect of low-quality sleep on the deterioration of self-regulation, while accounting for the moderating effect of social exclusion at work. Still, the p-value is higher than 0.05, therefore the results suggest that this link is not significant. Hypothesis 3: Psychological distress acts as a mediator There is a favorable association between poor sleep quality and concealing information. With a p-value lower than 0.05, the hypothesis can be accepted as true. "Symptom clusters" have been defined by researchers as the combination of stress, insomnia, and mental health issues (Nishiura & Tamura, 2015). Hypothesis 4 aims to investigate the relationship between poor sleep quality and knowledge concealment, by taking self-regulatory impairment into account as a moderating factor. The lack of a discernible effect of the self-regulatory impairment on the correlation between the two variables provides strong evidence against this idea. Hypothesis 5: The relationship between poor sleep quality and knowledge concealment is indirectly influenced by workplace exclusion, with the mediation of psychological discomfort. The hypothesis has been validated. A p-value below 0.05 indicates statistical significance. According to the reviewed literature, psychological distress mediates the indirect relationship between poor sleep quality and ignorance, and occupational exclusion reinforces this link. Hypothesis 6 The objective of this study is to evaluate the extent to which workplace exclusion affects the connection between poor sleep quality and the concealment of knowledge, with self-regulatory impairment playing a role as a mediator. However, this hypothesis is disproven. In summary, the analysis revealed that the role of self-regulatory impairment in mediating the results of this study was found to be insignificant, indicating that it is not suitable for inclusion in the suggested model.

Managerial implications

Knowledge concealment has been demonstrated to be perilous for organizations and has negative repercussions on the entire company performance. Companies could combat these clandestine activities by arranging seminars and diverse information-sharing sessions to underscore the need of sharing knowledge. Our research suggests that a lack of quality sleep significantly impacts the tendency to conceal knowledge.

This effect is influenced by psychological distress and moderated by workplace exclusion. Thus, it is essential for managers to provide a welcoming and supportive workplace and deal with the issues that are making workers unhappy. Creating an inclusive environment where employees feel welcome and valued is an important component of this. A monthly assessment should be undertaken using a personality test to evaluate the extent of sleep problems and psychological distress. Additionally, implementing flexible working hours can help address sleep-related concerns. Companies should priorities the availability of rest by implementing a 1-2-hour nap break, which would enhance employee efficiency.

Limitations

Like previous research, the new study also had limitations. At first, the findings were not applicable to all cities as the data was exclusively gathered from residents of Lahore. The outcomes could potentially vary if the identical study is conducted by incorporating additional cities. Furthermore, the participants in the present study consist exclusively of educated employees. The responder profile may vary in different geographical areas, which might therefore impact the results. Ultimately, certain participants declined to respond to the research inquiry and were consequently eliminated from the study.

Future line of Research

This study specifically examines the impact of poor sleep quality as an independent variable. However, there are additional elements that can impact the occurrence of information concealing among employees. By incorporating these independent factors, a subsequent investigation may be undertaken to contrast the effects of inadequate sleep quality with the previously obtained findings Regarding the topic of psychological distress and self-regulatory impairment. In addition, the conceptual framework has the potential to be expanded by incorporating components that have an indirect impact, such as mediators and moderators, in the relationship between the constructs utilized in this study.

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