

Reclaiming Organizational Knowledge in an Age of Post-truth Disruption

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Abstract: The paper is dedicated to the *post-truth* mini track. There are unprecedented challenges in terms of the reliability of data, knowledge, information that address important questions regarding traditional KM. The paper main goal was to investigate the systemic mechanics of organizational communication and strategic clarity, by isolating the behavioral patterns of the institutional “bullibility” and the cognitive exhaustion. From a methodological point of view, the paper uses mixed-methods that support an interdisciplinary approach. Psychometric scale evaluations demonstrated internal consistency for both the Corporate Bullshit Receptivity Score (CBRS; $\alpha = 0.935$) and the Operational Clarity Baseline (OCB; $\alpha = 0.801$). Pearson’s r correlations revealed a significant, positive relationship between jargon receptivity and operational data baselines ($r = 0.433$, $p < 0.001$), alongside a significant link between high reliance on operational clarity and heightened crisis-induced jargon exhaustion ($r = 0.220$, $p = 0.011$). The paper argues that, in order to navigate post-truth complexity knowledge-based organizations have to move further the pseudo-profound administrative jargon. We highly recommend that organizations have to apply a more human-oriented transformational leadership model, capable of driving cooperation and collaborative dialogue through decentralized networks of competent teams and communication frameworks rooted in empathy and transparency.

Keywords: Knowledge management (KM), Post-truth era, Artificial intelligence, Human-oriented leadership, Interdisciplinary and intergenerational dialogue

1. Introduction

According to the challenges of the post-truth era many of the traditional approaches of knowledge management (KM) have to be reformulated. Reliability of data within the post-truth era makes more difficult the process of decision making, within all the areas of activities, all over the world. The paper is organized as follows: *Section 2 is dedicated to literature review*; in *Section 3* we described the *research methodology*; *Section 4*, includes our results. The *paper ends with conclusions, main limits and further possible alternative* to continue the research. *Reference* and the two requested *Declarations* are also included.

2. Literature Review

In order to analyze how modern organizations navigate systemic complex crises, one may anchor the analysis in *Learning Organization (LO)* and *Knowledge Management (KM)* theories. The baseline for these organizational perspective are established by **Peter Senge (1990)**, for LO and correspondingly by **Nonaka and Takeuchi (1995)**. We focus on a modern perspective of KM, connected with post-truth era. **Rice and Rice (2005)** demonstrated the explicit applicability of the SECI, proving that a cross-organizational knowledge loop is necessary to prevent information fragmentation when a variety of independent agencies, academic bodies, and consulting organizations collaborate. **Farnese et al. (2019)** operationalized the SECI framework by validating the **Knowledge Management SECI Processes Questionnaire (KMSP-Q)** based on a survey design such as to diagnose institutional clarity and epistemic vulnerabilities. **Hoe (2006)** expanded upon the *traditional SECI paradigm* by linking it to informal knowledge processes and by showing that when explicit directives lose their utility, quadrants of “*socialization*” and “*internalization*” become survival mechanisms.

Under intense pressure, organic, informal might become the *true operational incubators* where trust and tacit knowledge are preserved. In order to model this pressure, systems dynamics research by **Nezafati et al. (2009)** isolated "*information delay*" and "*transformation speed*" as the critical variables of SECI spiral. Their findings indicated that under conditions of high velocity and low reliability, formal institutional metrics and explicit data streams break down. **Tammets (2012)** demonstrated that cross-organizational and intergenerational dialogue serves as powerful corrective measures. **Faith and Seeam (2018)** observed that explicit knowledge sharing is continuously undermined by *rigid institutional pressures*. Classical SECI paradigm has to face criticism. **Gourlay (2003)** identifies empirical shortcomings in the SECI model and argues that model lacks an internal validation mechanism able to verify the qualitative integrity of explicit knowledge. **Morawski (2023)** demonstrates that explicit-to-explicit tracking of data sheets, digital metrics, executive strategies, might be designed such as to circulate unverified information, if rigorous human oversight is removed.

2.1 The Sociology and Beliefs of the "Post-Truth" Era and Corporate Semantic Noise

In order to diagnose the vulnerabilities of contemporary knowledge systems, we consider we have to shift from structural models toward *the socio-philosophical and ethical climate of the workplace*. Thus research studies have to look more for *human behavioral dynamics*. **DePaulo et al. (1996)** established that deceptive communication is deeply embedded within everyday routine exchanges, with individuals frequently executing low-stakes lies during daily social interactions. *Cross-disciplinary research* demonstrates that modern institutional deception rarely manifests as binary, easily detectable lies. According to *Oxford Dictionary (' 2016)* briefing and **Lee McIntyre (2018)**, the "*post-truth*" describes an organizational state where objective facts manifest less influence on public and institution than appeals to superficial ideological alignments.

2.2 The Linguistic Breakdown of the SECI Spiral

The operational transmission of *post-truth dynamics* into corporate operations is also a linguistic phenomenon. **Adachi (2013)** evaluates *Nonaka and Takeuchi's SECI model* through the lens of the *TEAM linguistic framework*, demonstrating that knowledge conversion relies on linguistic meaning functions. **Frankfurt (2005)** argues that lying and "bullshitting" are generating an "information debt"

2.3 The Psychometry of Corporate Receptivity and Behavioral Decision Failures

In order to assess how linguistic noise may impact enterprise workflows, organizations shifted toward *quantitative evaluation*. **Pennycook et al. (2015)** developed the *Pseudo-Profound Bullshit Receptivity Scale*.

Expanding these insights into institutional settings, **Ferreira et al. (2020)** developed *the Organizational Bullshit Perception Scale (OBPS)*. This psychometric framework measures the prevalence, drivers, and cultural outcomes of obscure business jargon within internal corporate networks. One possible behavioral consequence of this vulnerability is documented by **Petrocelli et al. (2024)**. They introduced the construct of "*bullibility*" that illustrates the behavioral tendency of individuals to accept and act upon unverified jargon even when explicit environmental signals indicate the information is non-substantive. To map these institutional drivers and isolate where this vulnerability peaks across modern workforces, **Littrell (2026)** has further refined these psychometric metrics. This structural evolution provides the direct empirical foundation for our current survey instrument, capturing whether a corporate culture can actively resist semantic noise or if it will default to costly tactical errors. **Nagariya et al. 2025**, have shifted rapidly into an "*emergent normal*" characterized by the integration of *Artificial Intelligence (AI)*, *Virtual Reality (VR)*, *Augmented Reality (AR)*. **Gombar (2025)** explores how digital algorithms may create a destructive feedback loop characterized by *two core dynamics*: the "*polarization loop*", which systematically amplifies sensational, emotionally evocative, or rhetorically polished narratives to drive active user metrics, and the "*epistemic barrier*", which actively minimizes alternative, critical, or nuanced data points. **Gombar** introduces *the Algorithmic Accountability and Communication Model (AACM)*, bridging technical algorithmic actions with strategic communication outcomes. **Naukkarinen (2026)** evaluated this conflict by analyzing the delicate equilibrium between artificial intelligence (AI) and human processes within *modern Knowledge Management* frameworks. The collaborative hybridity is operationalized through the lens of the *Intercultural Domain* introduced by **Lavis (2021)**. By functioning within an intercultural domain, an organization mitigates the operational risks (**Faith and Seeam 2018**), ensuring that multi-generational viewpoints are aggregated in order to verify data reliability before it drives strategic execution.

3. Methodology and Data

This study uses a *quantitative, cross-sectional descriptive-correlational research* design such as to examine the relationship between *organizational linguistic framing* (operational clarity versus pseudo-profound corporate jargon) and correspondingly *the employee cognitive exhaustion, perception, and critical crisis assessment*.

A *non-probability, purposive sampling approach* had been deployed such as to better capture insights from professionals embedded within institutional environments heavily reliant on formal communication channels. The final validated sample comprised $N = 134$ active professionals. Regarding *the sample demographic profile* leans significantly toward experienced decision-makers, with 61.7% of respondents included into the 40–54 and 55 or above age cohorts, representing senior institutional leaders and executive-level managers. Geographically, the sample spans European jurisdictions, with concentrated representation from *Cyprus, Romania, Italy and Germany*, allowing for a *robust cross-regional comparison of organizational cultures*.

3.1 Measurement and Instrumentation

In order to develop the questionnaire items we took into account *the pilot testing and content validation* performed before by Shane Littrell from *Cornell University* and *Munk School of Global Affairs and Public Policy, University of Toronto* published next on a well appreciated paper entitled *The Corporate Bullshit Receptivity Scale: Development, validation, and associations with workplace outcomes*. We consider this strengthen the confidence in the measurement instruments used within our paper. On *Shane Littrell* study participants completed *the Corporate Bullshit Receptivity Scale* (McDonald's $\omega = .92$; CBSR) created in Study 1, rating the perceived “business savvy” of 10 corporate bullshit statements on a 5-point scale. Higher mean scores indicate greater receptivity to that type of information.

Corporate Bullshit Receptivity Scale items (Corporate Bullshit Statements):

- “Working at the intersection of cross-collateralization and blue-sky thinking, we will actualize a renewed level of cradle-to-grave credentialing and end-state vision in a world defined by architecting to potentiate on a vertical landscape.”
- “Our goal is to engage our capabilities by focusing our efforts on executing the current transmission of our empowerment, driving an innovative liquidity with our change drivers, and coaching energetic frameworks to our shovel-ready alignment.”
- “This synergistic look at our thought leadership will ensure that we are avoiding reputational deficits with our key takeaways as effectively as we can in order to sunset our resonating focus.”
- “This scalable look at our company will ensure that we are executing and minimizing cross-back impact with our conversations as effectively as we can to fundamentally disrupt our ecosystem.”
- “We will fundamentally disrupt our conversations in delivering upstream transformational performance-focused key learning like no other company anywhere in the world.”
- “By solving the pain point of customers with our conversations, we will ideate a renewed level of end-state vision and growth-mindset in the market between us and others who are architecting to download on a similar balanced scorecard.”
- “Our bandwidth comes from the visionary culture-shifting of several new growth-hacked, integrated networks that capitalize on our heritage to engage our future when building bridges to success.”
- “We will cover all the bases of our low hanging fruit by joining with our bleeding-edge, results-driven global partners to better grasp our back-end architecture.”
- “By getting our friends in the tent with our best practices, we will pressure-test a renewed level of adaptive coherence and culture fit in the market between us and others who are solutioning to download on a similar, value-centered strategic intent.”
- “As an emerging leader grounded in a mission to benchmark and nurture the human spirit, we have always aspired to make upstream connections, drilling down one more click on people and communities around the world.”

Main results of Shane Littrell:

- Corporate Bullshit Receptivity Scale (CBSR): McDonald's $\omega = .92$.
- Factorial analysis confirmed two factors: 10 items for Corporate Bullshit and, correspondingly 10 items of Real Corporate Discurs

- The final model including 20 items offered two relevant index, namely : TLI = .97 and correspondingly RMSEA = .03
- The relevance of the structure of CBSR: CFI = .95; TLI = .94; SRMR = .06; RMSEA = .05.
- The short form of CBSR-with 10 items had provided relevant correlation: $\chi^2(34) = 42.70$, $p = .145$; CFI = .99; TLI = .98; SRMR = .04; RMSEA = .03.
- Corporate Bullshit Receptivity (CBSR) had illustrated a negative connection for decision made by professional decision makers: $\beta = -0.29$, $p < .001$.
- Correspondingly for short CBSR-10: $\beta = -0.26$, $p < .001$.

Our *questionnaire* was structured into three operational sub-scales in order to better capture distinct dimensions of the corporate communication ecosystem (Table 1):

Table 1: Operational scale architecture and dimensions

Scale Dimension	Operational Target	Items	Linguistic Construct
1. Corporate Bullshit Receptivity Score (CBRS)	Measures an individual's uncritical acceptance or normalization of abstract corporate jargon.	2, 4, 6, 8, 9	High density of buzzwords, low operational density (e.g., "cross-collateralization", "adaptive coherence").
2. Operational Clarity Baseline (OCB)	Establishes the participant's processing metric for concrete, quantitative business data.	1, 3, 5, 7	High operational density, metric-driven targets (e.g., "reduce delivery times by 15%").
3. Jargon Exhaustion & Bullibility Perception (JEBP)	Serves as the primary behavioral dependent variable tracking cognitive friction and communication preferences	10, 11, 12	Focuses on leadership transparency, critical skepticism during crisis, and preference for blunt updates.

Source: Author's work (Andreou, 2026) based mostly on Shane Littrell (2026), <https://doi.org/10.1016/j.paid.2026.113699>

Items operationalization

- **Item 1 (OCB):** Supply chain optimization metric ("reduce delivery times by 15%").
- **Item 2 (CBRS):** Pseudo-abstraction ("intersection of cross-collateralization and blue-sky thinking").
- **Item 3 (OCB):** Revenue stream diversification ("expanding digital offerings to mid-market enterprise").
- **Item 4 (CBRS):** Redundant jargon optimization ("de-contenting and avoiding reputational deficits").
- **Item 5 (OCB):** Actionable user engagement data tracking ("deploy weekly updates for client retention").
- **Item 6 (CBRS):** Culture-fit buzzwords ("pressure-test a renewed level of adaptive coherence").
- **Item 7 (OCB):** Direct structural communication protocols ("report budget variances directly to executive leadership").
- **Item 8 (CBRS):** Empowerment jargon abstraction ("executing the current transmission of our empowerment").
- **Item 9 (CBRS):** Integrated network buzzwords ("visionary culture-shifting of several new growth-based networks").
- **Item 10 (JEBP):** Perception of leadership communication opacity ("sound impressive but don't actually tell me anything concrete").
- **Item 11 (JEBP):** Behavioral critical reflection under organizational crisis ("pause, assess the facts, and look past vague directives").
- **Item 12 (JEBP):** Structural preference for explicit leadership transparency ("prefer a leader who gives a blunt, imperfect update").

3.2 Data Cleaning and Processing Protocols

To guarantee dataset integrity for rigorous parametric and non-parametric testing, a multi-phase digital data cleaning protocol was executed using Google Sheets. This pipeline initiated with a phase of linguistic standardization, wherein open-ended demographic strings were systematically audited and normalized. Specifically, geographic variations, such as Bucharest, Romania, and ROMÂNIA were consolidated under a

singular entity descriptor (Romania), while internal language variances like Deutschland were converted uniformly to their English international equivalents (Germany).

3.3 Statistical Analysis

The final, cleaned dataset was exported into *Jamovi (Version 2.7)* for computational analysis. The statistical pipeline initiated with the calculation of *Cronbach's alpha (α) coefficients* to establish *psychometric reliability for the CBRS and OCB scales using the specialized 'psych' computation package (Revelle 2025)*. Following validation, continuous macro-variables were generated by computing the mean scores of the respective scale item buckets (*CBRS_Mean*, *OCB_Mean*, and *JEBP_Mean*).

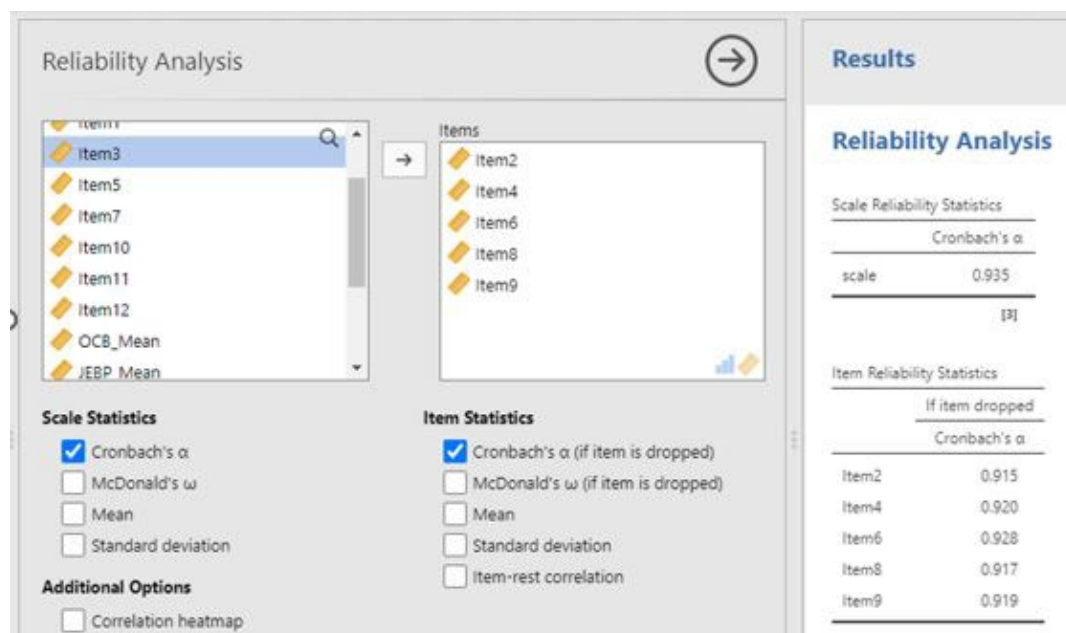
Subsequently, independent samples *t*-tests and a *One-Way Analysis of Variance (ANOVA)* were used to determine variance in jargon receptivity and communication exhaustion across age groups and primary professional sectors (*Corporate versus Academia*). Homogeneity of variance and baseline regression diagnostics were monitored via the 'car' package (Fox and Weisberg 2024).

Finally, *Pearson's r correlation coefficients* were calculated to mathematically test the relationship between a high tolerance for abstract jargon and active fact-checking behaviors during organizational crises.

4. Main Results of our Study

4.1 Psychometric Scale Reliability and Instrument Consistency

To establish the psychometric integrity of the primary measurement instruments prior to inferential testing, internal consistency evaluations were conducted by calculating *Cronbach's alpha (α) coefficients for both the Corporate Bullshit Receptivity Score (CBRS) and the Operational Clarity Baseline (OCB) sub-scales. The 5-item sub-scale tracking an individual's uncritical acceptance or normalization of abstract corporate jargon (Items 2, 4, 6, 8, and 9) demonstrated a *high internal consistency ($\alpha = 0.935$)*. A statistical item-deleted reliability analysis indicated that the removal of any single item would drop the overall *alpha score* (with item-deleted values ranging tightly from 0.915 to 0.928). This confirms that all five constituent items significantly and uniquely contribute to the structural strength of the underlying jargon construct (figure 1).*



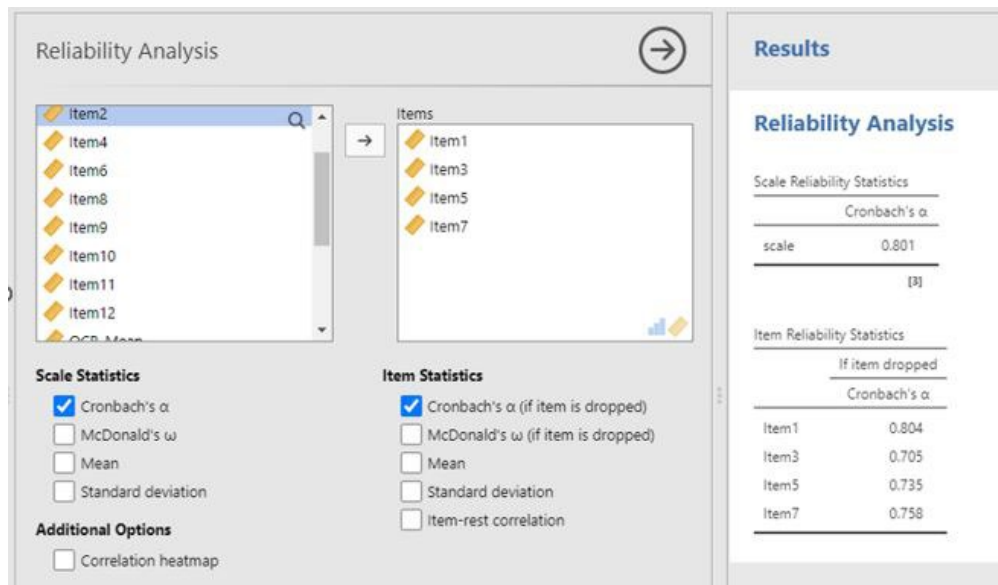
Source: Author's work compiled using Jamovi software (Andreou, 2026)

Figure 1: Reliability Analysis

4.2 Operational Clarity Baseline (OCB)

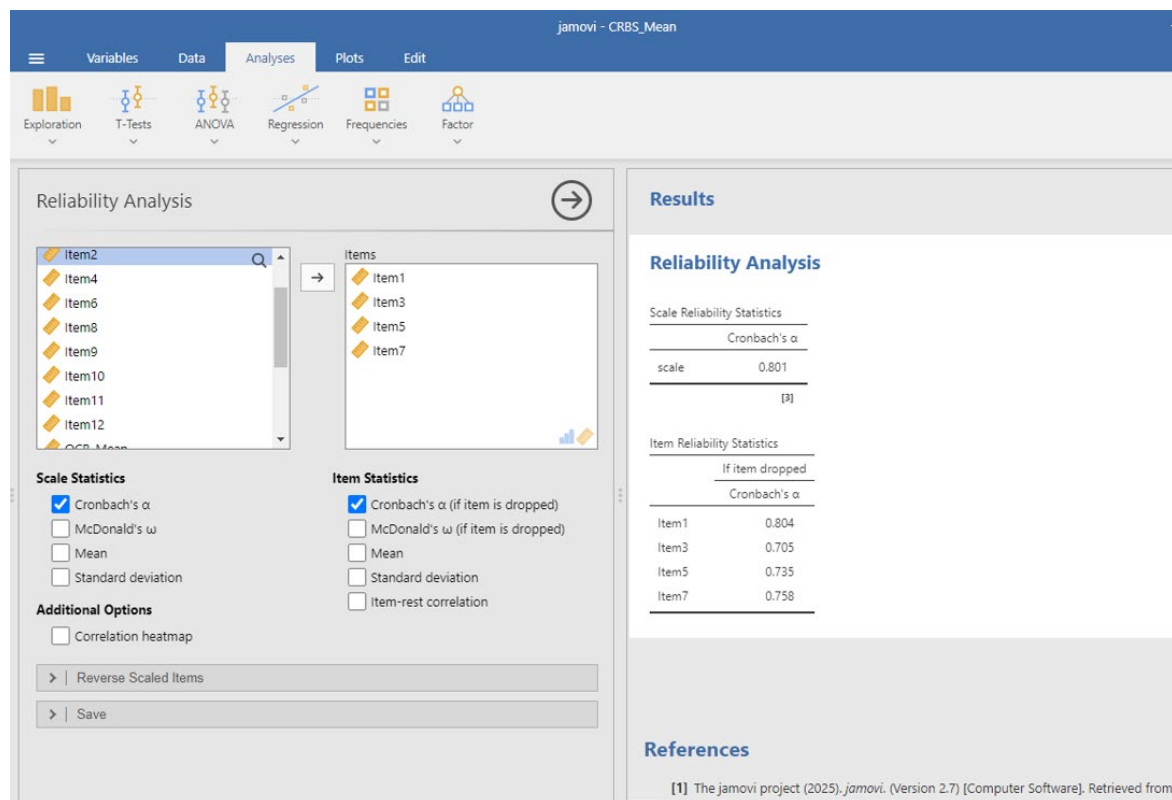
The 4-item sub-scale serving as the processing baseline for metric-driven, structured business communications (Items 1, 3, 5, and 7) displayed strong internal consistency ($\alpha = 0.801$). Item-dropped iterations revealed that omitting Item 1 would result in a negligible, mathematically redundant alpha increase to 0.804. Consequently,

all four original items were retained to preserve complete scale architecture coverage and metric validity (figure 2).



Source: Author's work compiled using Jamovi software (Andreou, 2026).

Figure 2: Reliability analysis statistics for the OCB sub-scale



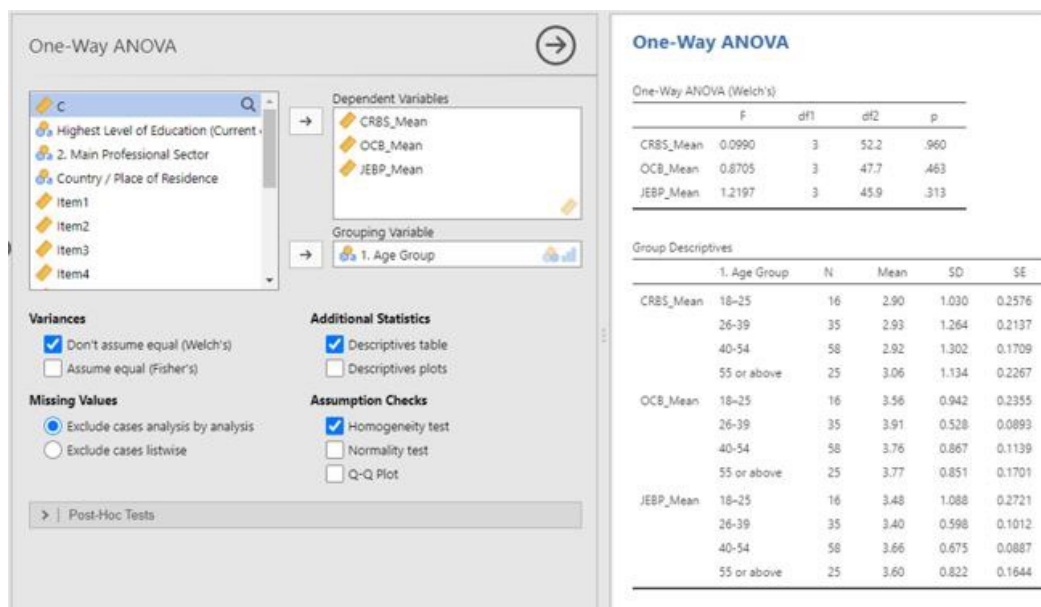
4.3 Inferential Variance Testing Across Demographic Groups. Institutional Sector Variance

A *One-Way Welch's ANOVA* was executed to determine if variance in corporate jargon receptivity (CBRS) and communication exhaustion (JEBP) existed across distinct institutional sectors. For Corporate Bullshit Receptivity, no statistically significant difference was observed between the groups, $F = 0.485$; $d.f. = 2, 27.9$; $p = 0.621$, indicating uniform baseline thresholds for jargon normalization across institutional contexts. For *Jargon Exhaustion and Behavioral Preference (JEBP)*, the model demonstrated a marginally significant trend across sectors, $F = 3.161$; $d.f. = 2, 27.2$; $p = 0.058$.

This suggests subtle variations in cognitive communication noise thresholds between environments that merit descriptive exploration, though the overall effect did not meet the strict frequentist alpha threshold ($\alpha^* = 0.05$).

4.4 Generational Cohort Variance

A One-Way Welch's ANOVA was conducted to assess if variance in corporate jargon receptivity (CBRS_Mean), operational clarity processing (OCB_Mean), and jargon exhaustion (JEBP_Mean) existed across distinct generational cohorts (18–25, 26–39, 40–54, and 55 or above). The inferential models revealed no statistically significant differences across age cohorts for any of the macro-constructs. Corporate jargon receptivity was uniform across generations, $F = 0.099$; $d.f. = 3, 52.2$; $p = 0.960$, with mean scores remaining tightly clustered between 2.90 ($SD = 1.03$) and 3.06 ($SD = 1.13$). Processing baselines for operational clarity data showed no significant generational variance, $F = 0.871$; $d.f. = 3, 47.7$; $p = 0.463$, with means clustered between 3.56 and 3.91. Finally, communication noise fatigue and preference for crisp crisis transparency (JEBP_Mean) did not systematically vary by age, $F = 1.220$; $d.f. = 3, 45.9$; $p = 0.313$, remaining steady and high across all groups (ranging from 3.40 to 3.66). These findings collectively suggest that individual psychological thresholds for jargon acceptance and the resulting cognitive communication friction are structural or environment-driven characteristics, rather than generational or demographic traits within the professional ecosystem (figure 3).



Source: Author's work compiled using Jamovi software (Andreou, 2026).

Figure 3: One-Way Welch's ANOVA results and group descriptive statistics across age cohorts

4.5 Bivariate Correlation Analysis

To evaluate the mathematical relationships between corporate jargon receptivity (CBRS_Mean), operational clarity baselines (OCB_Mean), and jargon exhaustion/crisis behaviors (JEBP_Mean), a Pearson's r correlation matrix (table 2) was computed across the full sample ($N = 134$).

Table 2: Pearson correlation matrix for macro-variables

Variable	1. CBRS_Mean	2. OCB_Mean	3. JEBP_Mean
1. Corporate Jargon Receptivity (CBRS_Mean)	—	0.433***	0.121
2. Operational Clarity Baseline (OCB_Mean)		—	0.220*
3. Jargon Exhaustion (JEBP_Mean)			—

Source: Author's work (Andreou, 2026)

Note. $N = 134$. ** $p < 0.05$, $p < 0.001$.

A statistically significant, moderate positive correlation was observed between *Corporate Jargon Receptivity* and *the Operational Clarity Baseline*, $r = 0.433$, $p < 0.001$. This indicates that individuals with higher thresholds for linguistic jargon normalization also maintain strong dual alignment with structured, metric-driven communication frameworks. Additionally, *a statistically significant positive correlation was identified between the Operational Clarity Baseline and Jargon Exhaustion/Behavioral Preferences*, $r = 0.220$, $p = 0.011$. This confirms that a higher baseline reliance on data clarity systematically links to increased communication fatigue and an active demand for fact-checking behaviors during organizational crises.

Conversely, *the direct relationship between routine corporate jargon receptivity and crisis-specific communication exhaustion* was not statistically significant, $r = 0.121$, $p = 0.163$, suggesting that crisis communication noise processing operates via distinct psychological mechanisms separate from day-to-day organizational style adaptation.

4.6 Contextual Qualitative Observations

Linguistic proficiency and structural familiarity with corporate discourse may shape how individuals distinguish between meaningful and pseudo-profound organizational communication. This observation is particularly relevant to the study's focus on organizational communication noise, as it suggests that sensitivity to buzzword-heavy language may not be uniform across respondents. The ability to identify non-substantive or pseudo-profound statements may depend, in part, on *linguistic and cultural familiarity* with the specific corporate discussion itself, providing a key qualitative target for subsequent debate.

5. Discussion

The primary results of this research reveals a statistically significant, moderate positive correlation between Corporate Jargon Receptivity and the Operational Clarity Baseline ($r = 0.433$, $p < 0.001$). These results challenges classical assumptions as Nonaka and Takeuchi's (1995) SECI model which presupposed a clean, binary separation between substantive, metric-driven data assets and non-substantive communicative noise.

Instead, these results indicate that modern professionals do not operate within an idealized, uncorrupted knowledge pipeline. When assessing against **Adachi's (2013)** linguistic critique of the SECI matrix. This confirms that the "combination phase" (explicit-to-explicit tracking) has become structurally entangled with pseudo-profound corporate jargon. Individuals who maintain high thresholds for navigating complex, data-heavy operational baselines simultaneously display an elevated normalization of abstract administrative style. Rather than rejecting semantic noise, high-performing corporate professionals internalize both communication modalities as a unified survival mechanism. This supports **Morawski's (2023)** constructivist assertion that within high-velocity, tech-driven workspaces, explicit strategic documentation frequently challenges rhetorical frameworks alongside hard operational data to project institutional legitimacy.

5.1 Micro-environments, Crisis Friction, and Information Debt

While day-to-day corporate communication reflects a dual acceptance of data and jargon, this study isolates an acute psychological shift during periods of institutional destabilization. The data demonstrates a statistically significant positive correlation between *a participant's Operational Clarity Baseline and crisis-induced Jargon Exhaustion/Behavioral Preferences* ($r = 0.220$, $p = 0.011$). This relationship provides explicit empirical validation for **Frankfurt's (2005)** distinction between structural deception and "bullshit", as well as **Petrocelli et al.'s (2024)** behavioral construct of "bullibility". When an organizational crisis emerges, evidence-driven professionals require explicit, objective, and transparent data to execute cognitive processing and tactical decisions. If leadership defaults to non-substantive, buzzword-heavy rhetoric to preserve institutional impression management, a severe "*speed-reliability gap*" occurs (**Nagariya et al. 2025**). This disconnect generates instant cognitive friction, causing rapid psychological fatigue among employees who rely heavily on clarity. This behavioral failure confirms the real-world cost of technical information debt: organizations pay for sophisticated data tracking but hide behind polished, abstract administrative prose when operational resilience is needed most. Under crisis conditions, formal corporate channels fail, forcing employees to execute an emergency cognitive pause to look past vague directives (**Hoe, 2006**).

5.2 The Structural Universality of Jargon Normalization

A compelling and counter-intuitive outcome of the inferential variance modeling is the absence of demographic differentiation. *One-Way Welch's ANOVA testing* revealed no statistically significant variations across age groups or professional cohorts regarding jargon $F = 0.099$; $d.f. = 3, 52.2$; $p = 0.960$. Same for *jargon-*

induced exhaustion, $F = 1.220$; d.f. = 3, 45.9; $p = 0.313$. Institutional sector testing across Corporate and Academia showed uniform baseline thresholds for jargon normalization, $F = 0.485$; d.f. = 2, 27.9; $p = 0.621$.

These findings strongly suggest that linguistic vulnerability and communication fatigue are not isolated demographic twists, individual psychological traits, or generational gaps (such as a split between emerging scholars and senior managers). Instead, they represent structural pathologies embedded within the modern macro-environment. Whether an employee is a younger professional entering a decentralized multi-agency alliance (*Rice and Rice 2005*) or a senior executive managing an academic repository (*Faith and Seeam 2018*), all are socialized within the same pervasive “post-truth” climate (*McIntyre 2018*). The systemic saturation of algorithmic platform filters (*Gombar 2025*) and generative content engines (*Naukkarinen 2026*) has standardized empty corporate language across all industries, rendering traditional demographic markers irrelevant. When framed through *Lavis’s (2021)* conceptualization of *the Intercultural Domain*, international corporate English functions as a secondary layer of abstraction that alters standard cognitive validation filters. For non-native English speakers operating within multinational corporate pipelines or European research networks, complex buzzwords may be accepted simply because they mirror the expected, stylized aesthetic of “professional discourse”. If an employee cannot reliably differentiate between substantive strategic insights and pseudo-profound prose due to subtle cultural or linguistic barriers, the risk of institutional bullbilly doubles. This structural opacity allows toxic operational pathologies, such as “knowledge hoarding” (*Faith and Seeam 2018*), to remain hidden behind polished, automated corporate communication.

6. Conclusion

This paper provides quite relevant arguments that contemporary organizations are suffering from *acute informational and linguistic debt*: paying premium capital for advanced tracking, telemetry, and explicit data systems while *relying on non-substantive, buzzword-heavy text* to articulate strategy. The findings reveal that while professionals naturally learn to balance this semantic debt *alongside hard data in routine environments* ($r = 0.433$), *an acute operational crisis* highly disrupts this equilibrium. When high-pressure situations emerge, *data-driven employees experience severe cognitive friction and communication fatigue* ($r = 0.220$) if they are fed superficial administrative prose instead of objective facts. To bridge this data-to-decision gap and pull down these fractured ideological silos, knowledge-based organizations have to move past pseudo-profound jargon and adopt human-oriented transformational leadership (*Bass and Avolio 1994*).

Organizations might execute a strategic forensic fix by establishing decentralized networks of competent teams capable of bypassing rigid bureaucratic hierarchies. Transformational leaders might introduce strategic pauses during a crisis - forcing teams to execute a critical cognitive reflection to evaluate raw environmental signals rather than rushing to fulfill empty, highly polished directives (*Petrocelli et al. 2024*). By shifting from transactional dashboards to empathetic, radically transparent communication frameworks, leaders cultivate true psychological safety (*Edmondson 1999*). This ensures that high-value operational indicators and vital data points are translated into actionable tasks rather than being buried in a cemetery of unverified linguistic noise.

6.1 Main Limitations of the Paper

While this research *offers psychometric and inferential validation for structural communication noise*, several distinct limitations have to be acknowledged. *First*, the sample size ($N = 134$), while statistically sufficient for executing robust *Welch’s ANOVA* and *Pearson’s r correlation models*, relies on a non-probability, purposive sampling strategy *concentrated within European jurisdictions* (Cyprus, Romania, Germany and Italy).. *Second*, data were captured *at a single point in time*. *A cross-sectional design cannot establish long-term longitudinal shifts in jargon exhaustion as an organizational crisis evolves over extended periods*.

6.2 Recommendations for Future Research

We consider that future studies should investigate how the widespread organizational integration of generative AI systems and automated writing tools accelerates administrative debt (*Naukkarinen 2026*). Researchers should test whether automated content engines compress or widen the “*speed-reliability gap*” by overstuffing corporate databases with statistically optimized. Finally, future research should apply *longitudinal field experiments* within enterprises to track *the long-term effectiveness* of our paper framework. Measuring employee exhaustion levels before and after implementing jargon-reduction communication protocols will provide proof of how closing the data gap directly stabilizes workforce retention and operational clarity.

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Ethics Declaration Authors declare the research complies with standard international ethical guidelines as data were gathered via a completely anonymous, voluntary, web-administered survey.

Declaration of AI and AI-Assisted Technologies in the Writing Process During the preparation of this manuscript, authors used the generative AI tool Gemini strictly for grammar, syntax, and editorial refinement.

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