

WORKPLACE BULLYING AT WORKPLACE: MODERATING ROLE OF INTERPERSONAL SENSITIVITY

Inam Ul Haq
University of Central Punjab, Pakistan
inamulhaq@ucp.edu.pk

Abstract:

This research examined the relationship between workplace bullying, Interpersonal sensitivity supervisor rated job performance and job stress. With the sample size of (N= 219) employee working in various organizations of Pakistan. Present research explored the impact of workplace bullying on job performance and job stress. This research also explored the possible relationship between Interpersonal sensitivity with job performance and job stress. Furthermore, this research also proposed that interpersonal Sensitivity moderates between workplace bullying and job outcomes (job performance and job stress). Results suggested that workplace bullying was significantly related with job stress and job performance. Similarly interpersonal sensitivity significantly related with job stress and insignificantly related with job performance. Finding also suggested that Interpersonal sensitivity moderate the relationship between workplace bullying and job performance such as the relationship was weaker which Interpersonal sensitivity was high. Similarly the relationship between interpersonal sensitivity moderates between workplace bullying and job stress such that the relationship was weaken when interpersonal sensitivity was high

Keywords: organizational behavior, workplace bullying, interpersonal sensitivity, job stress, job performance