

Invisible at Work: Linking Workplace Ostracism to Organisation Citizenship Behaviour

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Abstract

Organizations are offering positive ambience to the employees now-a-days so that they can focus on their work instead of interfering in each other's work. But at the same time, exclusionary behaviors like giving silent treatment to others, unreciprocated affection, being thrown out, disregarding others, and utter denial, can be found prominent in almost every organisation. In presence of all the probable stressors and minor hurdles, which a person can confront on a regular basis, the episode of being ostracized (feeling of ignorance, exclusion, rejection and ignorance at work) is a frequent and shocking practice. The study's purpose is the investigation of the relationship of workplace ostracism and organisational citizenship behaviour. The study provides useful insights for organisational members, scholars etc. so that such organisational policies and norms be made by which the organization citizenship behaviours can be flourished and all the employees of the organisation favorably contribute towards overall development of the organisation or rather to attain sustainable competitive advantage.

Keywords: Workplace Ostracism. Organisation Citizenship Behaviour, Confirmatory Factor Analysis