

*Majors: HRM*

*No. (HRM 12)*

**INFLUENCE OF WORKPLACE OSTRACISM AND WORKPLACE  
BULLYING ON JOB PERFORMANCE IN THE BANKING SECTOR OF  
ISLAMABAD: A MODERATING ROLE OF PERCEIVED  
ORGANIZATIONAL SUPPORT**



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# FINAL PROJECT/THESIS APPROVAL SHEET

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## TOPIC OF RESEARCH

INFLUENCE OF WORKPLACE OSTRACISM AND WORKPLACE  
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## **Abstract**

The main objective of this study is to examine the influence of workplace ostracism and workplace bullying on job performance in the banking sector of Pakistan with the moderating role of perceived organizational support. The data has been gathered using quantitative methods while 234 sample responses have been retrieved from employees of banking sector of Islamabad, Pakistan. The results have showed that workplace ostracism has a negative and significant effect on employee's job performance. The workplace bullying (has a negative and significant effect on employee's job performance. The organizational support has a negative and insignificant moderation effect between workplace ostracism and employee's job performance. The organizational support has a positive and significant moderation effect between workplace bullying and employee's job performance. Furthermore, through frequent face-to-face interaction, employers may utilize the advantageous location of managers and coworkers to spot dangers and give immediate support to afflicted employees. Allowing managers and employees to inform them on how to respond safely when sensitive family issues are meddling with their work, for instance, access to risk, public administration, secrecy, referral system, and employee support programs, is one way an employer can create a positive and supportive culture for vulnerable employees.

**Keywords:** *Workplace Ostracism, Workplace Bullying, Employees' Job Performance, Organizational Support, Banking Sector.*

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