

(Impact of workplace loneliness on employees' turnover intention, perceived organization support and job performance)



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ABSTRACT

This research was conducted to study the impact of Workplace loneliness and its outcomes (employees' turnover intentions, perceived organization support and job performance). It was hypothesized that workplace loneliness has a positive impact on turnover intentions and negative impact on perceived organization support and job performance.

A sample of 200 upper-manager, middle-managers and personnel reported to the questionnaires where workplace loneliness, turnover intentions, perceived organization support and job performance are reported. The important limitations of the study are the sample used, which was mainly from the Banking sector of Islamabad and Rawalpindi area and two hypothesis which are not proved. The findings of the study reports positive affect of Workplace loneliness (WPL) on employees' turnover intentions. This study contributes to the knowledge on Workplace loneliness area of research that is almost not studied in Pakistan. Secondly this study aims to test the relationship which has never been explored before.

Keywords: Workplace loneliness, Employees' turnover intentions, Perceived organizations support and Job performance