

PERCEIVED IMPACT OF OSTRACISM AND LEADER-MEMBER EXCHANGE ON EMPLOYEE PERFORMANCE

BY

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Approval Statement**

Supervisor – Student Meeting Record

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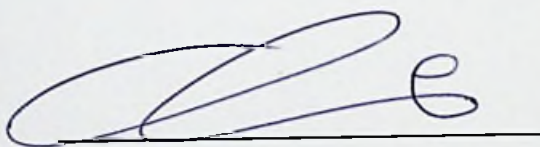
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ABSTRACT

Purpose

The aim of this research study is to analyze the perceived impact of Ostracism and LMX on employee performance in Pakistani institutes.

Methodology & Design

This research is quantitative and primary data were collected using a structured questionnaire that in period of two months was electronically distributed. A sample size of 300 was selected, respondents responded via google forms. The exploration of the records that was gathered by collection of data was done by means of SMART PLS software to check the proposed assumptions and the associations amongst variables.

Findings

Findings reveals that the significant relationship between LMX and employee performance. It is stated that ostracism has a positive association with employee performance. Thus, our results shows that when employees face ostracism in organizations, once they feel lonely and neglected they tried best to engage their self, do work hard to prove their skills and made themselves valuable.

Limitations

The most significant restriction is the short duration of the total study. It gives only a short amount of time to collect data; the information was largely gathered through an online survey with only 300 responses, which is insufficient to represent the entire population.

Recommendations

Collaboration can improve individual employee performance. Ostracism is less prevalent in groups that are cohesive and well-managed; hence, preventative efforts should focus on boosting organizational loyalty and developing social networks.

Keywords: Ostracism, Leader-Member Exchange, Employee Performance

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