

# IMPACT OF WORKPLACE OSTRACISM ON AFFECTIVE COMMITMENT

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## ABSTRACT

The term 'Workplace Ostracism' originally meant being ostracized, neglected or disregarded by coworkers. This study examines the impact of Workplace Ostracism on Affective Commitment. With regard to commitment, work engagement, and service performance, we hypothesize that ostracism at work will have an effect and that those with high levels of neuroticism are more likely to experience it. This study also aimed on Workplace Ostracism and its effects based on the age of the respondents. To test the hypothesis, we collected responses from the IT employees working in Coimbatore and the sample size for the study is 79. The study results that there is significant impact of Workplace Ostracism on Affective Commitment.

**KEY WORDS** : Workplace Ostracism, Organizational Commitment, Affective Commitment.

## INTRODUCTION

### WORKPLACE OSTRACISM

Ostracism can have one of two effects: it can make people reluctant to work or put in less effort at work, or it can have the complete opposite impact, making people need to put in more effort and participate in group activities at work in order to recover social inclusion. Ostracism makes you feel as though there is no way out of the situation (other than to leave your job). Even while ostracism's effects are more severe than those of harassment, it is nonetheless seen as less nefarious (and so less serious) than negative engagement. Being ignored or excluded by others at work is referred to as ostracism. Ostracism is the practice of being shunned or excluded from a group. This covers instances where an employee feels unappreciated or undervalued by their peers. The motivation may have been prepared in advance and may be personal or professional. If others see a coworker as a threat to their own promotion or position, they may avoid them.

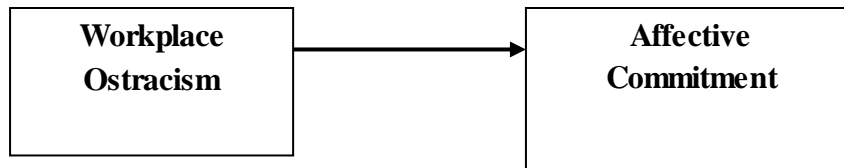
### AFFECTIVE COMMITMENT

Affective Commitment is how much people want to stay with their company. If a worker is emotionally invested in their company, it suggests they desire to work there forever. They often feel like they fit within the organization, are content with their work, and identify with the aims of the organization. Affectively dedicated workers feel appreciated, represent their employers well, and are generally a tremendous addition to businesses.

Employees are committed to the organizations they work for. It serves a number of crucial roles in maintaining the organization's health and well-being. Additionally, it supports businesses' ability to innovate and be spontaneous under difficult situations. A key difficulty for most Public Administration is the prevalence of individual variances in loyalty and commitment towards organizations.

Mowday et al. (1979, p. 226) defined Organizational Commitment as 'the relative strength of an individual's identification with and involvement in a particular organization'. They described Affective Organizational Commitment as a strong belief in and acceptance of the organization's goals and values.

## CONCEPTUAL FRAMEWORK



## OBJECTIVES OF THE STUDY

- To analyze the demographic profile of the respondents from the IT industry in Coimbatore city, Tamil Nadu.
- To examine the impact of Age on Workplace Ostracism.
- To enumerate the impact of Workplace Ostracism on Affective Commitment.

## METHODOLOGY

This study is conducted using convenience sampling method, participants are selected based on availability and willingness to take part. Here, non-probability sampling with a convenience sample design was utilized to select the respondent. The questionnaire was adopted from Ferris et al.,2008 (Workplace Ostracism Scale) and Mowday et al.,(Organizational Commitment Scale). The samples are collected from the IT employees working in Coimbatore. The sample size for the study is 79. The primary source of data derived from IT employees of Coimbatore region. The data was gathered by giving employees a questionnaire to complete. A report was produced using the information they provided. The secondary material that has been obtained includes details from books, journals, and the internet.

## ANALYSIS AND INTERPRETATION

**Table 1.1**

**Demographic Profile of the respondents**

Demographic Factors	Particulars	Frequency(n)	Percentage (%)
Age of the Respondents (4)	20-30	64	81.0
	31-40	6	7.6
	41-50	8	10.1
	Above 50	1	1.3
	Total	<b>79</b>	<b>100.0</b>
Gender of the Respondents (2)	Male	41	51.9
	Female	38	48.1
	Total	<b>79</b>	<b>100.0</b>
Residence (3)	Rural	25	31.6
	Urban	48	60.8
	semi urban	6	7.6
	Total	<b>79</b>	<b>100.0</b>
Demographic Factors	Particulars	Frequency (n)	Percentage (%)
Qualification	BE/BCA/BSC	55	69.6

<b>(4)</b>	ME/MCA/MSC	8	10.1
	B tech/M tech	6	7.6
	MBA	10	12.7
	Total	<b>79</b>	<b>100.0</b>
<b>Designation(4)</b>	Trainee	34	43.0
	Software/System Engineer	19	24.1
	Technology Analyst	11	13.9
	Technical Head	15	19.0
	Total	<b>79</b>	<b>100.0</b>
<b>Work experience (4)</b>	Less than 1 year	50	63.3
	More than 1 year	12	15.2
	More than 3 years less than 6 years	14	17.7
	More than 6 years	3	3.8
	Total	<b>79</b>	<b>100.0</b>
<b>Monthly Earnings (4)</b>	Below Rs.20000	35	44.3
	Rs.20001 to Rs.35000	23	29.1
	Rs.36001 to Rs.50000	11	13.9
	Above Rs.50001	10	12.7
	Total	<b>79</b>	<b>100.0</b>

From the table, the demographic factors like Age, Gender, Residence, Qualification, Designation, Work experience, Earnings are interpreted.

- Preponderance of the respondents are from 20-30 were 81%
- Major part of the respondents were Male – 51.9%
- Most of the respondents belong to Urban – 60.8%
- Vast majority of the respondents have the highest educational qualification as BE/BCA/B.Sc – 69.6%
- Preponderance of the respondents are Trainees – 43%
- Most of the respondents have work experience less than one year – 63.3%
- Major of part the respondents are having monthly income below Rs.20000 - 44.3%

#### IMPACT OF AGE ON WORKPLACE OSTRACISM

$H_{01}$  . There is no significant impact of Age on Workplace ostracism.

**Table 1.2**

#### ANOVA on Impact of Age on Workplace Ostracism

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	438.027	3	146.009	.839	.477
Within Groups	13055.568	75	174.074		
Total	13493.595	78			

The mean value of the respondents is above the age group of 50 years which is higher than the other age group respondents. The ANOVA test gives F-value of 0.839 with the significance value of 0.477. The significance value is found to be greater than 0.05. So, the null hypothesis is accepted. Therefore, there is no significant difference of Age on Workplace Ostracism.

**IMPACT OF WORKPLACE OSTRACISM ON AFFECTIVE COMMITMENT**

**H<sub>02</sub>** . There is no significant impact of Workplace ostracism on Affective commitment.

**Table 1.3****Model Summary of the Impact of Workplace Ostracism on Affective Organizational Commitment**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.339 <sup>a</sup>	.115	.104	4.48059

a. Predictors: (Constant), Workplace Ostracism

The determining factor of linear regression is R square. The value of R is 0.339 and the value of R square is 0.115, which denotes 11.5% of the total variation in the independent variable (Workplace Ostracism) influences the dependent variable (Affective commitment). In this case, 11.5% shows that the simple regression model is found to be statistically good fit as R Square is 0.115. The adjusted R Square value is 0.104. So, 10.4% of total Workplace ostracism has an impact on Affective commitment.

**Table 1.4****ANOVA on Impact of Workplace Ostracism on Affective Organizational Commitment**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.360	1	201.360	10.030	.002 <sup>b</sup>
	Residual	1545.830	77	20.076		
	Total	1747.190	78			

a. Dependent Variable: Affective Organizational Commitment

b. Predictors: (Constant), Workplace Ostracism

The ANOVA test in this table shows that the significance value is 0.002 which is less than 0.05; hence the result is significant at 1% level of significance. It means there is a significant impact between dependent variable and independent variable. Therefore, the variable Workplace Ostracism has an impact on Affective Commitment.

**Table 1.5****Coefficients of Impact of Workplace Ostracism on Affective Organizational Commitment**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.594	2.423		3.133	.002
	Workplace Ostracism	.122	.039	.339	3.167	.002

a. Dependent Variable: Affective Organizational Commitment

In terms of Workplace Ostracism the T- value is 3.167 with significance value of 0.002, which is less than 0.05. Hence, in this study the null hypothesis is rejected and the alternate hypothesis has been accepted. Therefore, there is a significant impact of workplace ostracism towards organizational commitment. The standard coefficient of Workplace Ostracism shows 3.9% variance on the Affective Organizational Commitment. There is a significant impact of Workplace Ostracism on Affective Organizational Commitment. Since, if ostracism at the workplace occurs, it results in negative impact on Affective Organizational Commitment.

## CONCLUSION

This study was conducted to analyze the impact of Workplace Ostracism on Affective Organizational Commitment. The accuracy of the statistical tools used in the study is constrained. The majority of the data collected were from primary sources. The survey is confined to respondents from IT industry in Coimbatore city, Tamil Nadu. The number of respondents participated is limited to 79 responses. This study also aimed on Workplace Ostracism and its effects based on the age of the respondents. If ostracism at the workplace occurs, it results in negative impact on Affective Organizational Commitment. This research shows that in order to improve an organization overall commitment, it has to reduce in its employee's ostracism level associated with the values in their commitment to the organization. The study results, there is no significant difference of Age on Workplace Ostracism. Also it was found that there is significant impact of Workplace Ostracism on Affective Commitment.

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