

## **Impact of Workplace Bullying on Employee Intention to Leave, Moderating Effect of Organizational Commitment**

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The main purpose of this study was to identify the impact of workplace bullying on employee intention to leave and how organizational commitment influenced the impact of workplace bullying on the intention to leave. This study was carried out as a quantitative research work. Two hundred ninety-one employees of state-owned commercial banks in the Colombo district, Sri Lanka, were randomly selected and collected data through a standard questionnaire shared as a Google form. Additionally, to analyze the data, Statistical Package for Social Science (SPSS) was used. Simple linear regression analysis was used to verify the hypotheses, and the results revealed a significant impact of workplace bullying on employee intention to leave. Additionally, it was discovered that organizational commitment moderated the association between workplace bullying and intention to leave. Organizational commitment can be a moderator to mitigate the impact of workplace bullying on employees' intention to leave, as individuals who feel a strong attachment to their organization may be less likely to leave due to bullying.

**Keywords:** *Intention to Leave, organization Commitment, Workplace Bullying*

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