

The Impact of Workplace Bullying on Organizational Commitment

Gavya V.
Seema A.

VIT Business School, VIT University, Vellore, India

Over time, the main reason for employee dissatisfaction, absenteeism, reduction in employee performance is due to the bullying factor at the workplace. Unfortunately, unlike school bullies, workplace bullies are typically difficult to handle since the offenders operate within the workplace's rules and procedures. Bullying at work is best seen as a manifestation of power in the workplace, and the ramifications of bullying can last a lifetime for employees. It causes harm to the organization, to the target as well as to the witness. Many studies in India, has focused only on understanding the concept of workplace bullying and the effects it may cause. Though there is a law for sexual harassment in workplace there is no specific law for bullying and non-sexual harassment in India. Despite widespread awareness campaigns on social media and the activity of many Human Rights organizations, India recorded 55 percent of workplace bullying in 2020. Many organizations are still unable to address workplace bullying, which has a bad impact on employees and has a significant impact on the work environment. It also creates social stress, which affects both the employees and the organization. This study is based on secondary data. As a result, in this paper, we will study the impact of workplace bullying on Organizational Commitment. Employees' commitment to their employer is referred to as organizational commitment. Employee engagement and satisfaction, performance, and leadership distribution can all be influenced by the level of organizational commitment. This is likely to increase productivity, engagement, commitment, and morale, as well as an employee's likelihood of staying with the company for a longer period of time.

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