

The Impact of Workplace Bullying on Employee Job Performance

Silva, K. C. V.¹ and Thisera, T. J. R.²

The present study examines the impact of workplace bullying on employee job performance in ABC Company. Further, it investigates the dimensional (i.e., work-related bullying, person-related bullying and physical intimidating) impact of workplace bullying on job performance. This research adopts quantitative research design. The study is cross-sectional and data were collected from randomly selected 132 sales employees via a standard questionnaire. All four hypotheses were tested using simple linear regression analysis. Results showed that workplace bullying has a negative impact on employee job performance. Moreover, dimensions of workplace bullying also negatively affected employee job performance. These findings of the study provide numerous implications for HR practitioners to increase employee performance and maintain bullying free environment. Further, the study contributes to the current knowledge of workplace bullying and job performance.

Keywords: *Employee Job Performance, Workplace Bullying, Person-related Bullying, Physical Intimidating, Work-related Bullying*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [chamathvidumina@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [jeewanthi@kln.ac.lk]