

## **Impact of Perceived Organizational Politics on Job Involvement: Mediating effect of Workplace Bullying in ABC IT Company Sri Lanka**

Ravihari, P. N.<sup>1</sup> and Jayarathne S. M. D. Y.<sup>2</sup>

The purpose of this research is to identify the impact of perceived organizational politics on job involvement and the mediating effect of workplace bullying. Further, this study intends to fill the knowledge gap by examining the relationship between perceived organizational politics, workplace bullying, and job involvement. Nonetheless, studies are available on the association between perceived organizational politics and job involvement through workplace bullying in other Asian countries, yet a vacuum in the Sri Lankan context. This study adopted a quantitative research approach; thus, a self-administered survey questionnaire was applied to a sample of 185 executive-level employees in a selected IT company. Multiple regression analysis was performed using SPSS 20.0 version to test the hypothesised relationships between the constructs. The results indicate that perceived organizational politics has a direct negative effect on job involvement, and workplace bullying has a negative effect on job involvement. Moreover, perceived organizational politics positively impacts workplace bullying and workplace bullying partially mediates the relationship between perceived organizational politics and job involvement.

**Keywords:** *Perceived Organizational Politics, Job Involvement, Workplace Bullying, ABC IT Company, Executive Level Employees*

---

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka  
[Nimasha.pathirage1998@gmail.com]

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