

Workplace Bullying and Turnover Intention: A Study of Moderators with Special Reference to Nurses

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Workplace bullying is a major concern in any kind of organization. Because it leads to increase rate of turnover within organizations. But there are certain factors which affects to the employee retention in a toxic workplace. This study was primarily focuses on identifying factors which change employees' intention regarding quit from the organization. Researcher has identified three major factors that moderate the relationship between workplace bullying and turnover intention; Organizational commitment, perceived organizational support and belief in a just world. Those were evaluated to identify the moderating effect on the direct relationship between workplace bullying and turnover intention. Researcher selected nurses in government hospitals as the population and used convenience-sampling method to select 100 respondents. Collected data was analyzed by using descriptive statistics and hierarchical multiple regression analysis.

Findings revealed that there is a significant relationship between workplace bullying and turnover intention. This direct relationship between workplace bullying and turnover intention can be moderated by organizational commitment, perceived organizational support and belief in a just world. Further, combined effect of all three moderating factors reveal that only belief in a just world creates significant impact on turnover intention. Organizational commitment and perceived organizational support become insignificant as a combine effect.

This study further add information regarding the collective effect of all moderating factors (organizational commitment, perceived organizational support and belief in a just world) on turnover intention which was not included in previous studies. And also this study provide guidance for government hospitals for the prevention of bullying within hospitals. Most of the Nurses in government hospitals are bullied in their workplaces and it leads to increase turnover intention among them. But organizational commitment, perceived organizational support and belief in a just world significantly moderate the relationship between workplace bullying and turnover intention.

Keywords: *Workplace bullying, Turnover Intention, Organizational Commitment, Perceived Organizational Support, Belief in Just World*