

Impact of Perceived Organizational Politics on Emotional Exhaustion with the Mediating Effect of Workplace Incivility: Middle Level Employees in the Apparel Industry at the Western Province

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The main purpose of this study was to identify the impact of perceived organizational politics on emotional exhaustion in the apparel industry of the middle level employees at the western province. Further, the current study was designed to identify the mediating effect of workplace incivility for the impact of perceived organizational politics on emotional exhaustion. This is a cross sectional descriptive research in nature. A standard questionnaire was used to collect primary data through a google form. The respondents were the professionals those who are working in the apparel industry, selected from few private sector organizations in Sri Lanka. Descriptive statistics, simple regression analysis was used to analyze the data and make conclusions. Findings revealed that perceived organizational politics was a reason to the emotional exhaustion of the middle level employees in the apparel industry and also this impact increased by the mediator, workplace incivility. However, the findings revealed that the perceived organizational politics and workplace incivility is highly affected to emotional exhaustion of the employees. It will be a critical problem in the future.

Keywords: *Emotional exhaustion, Perceived organizational politics, Workplace incivility*

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