Impact of Workplace Ostracism on Turnover Intention of employees: With special Reference to Operational Level Employees in a Selected Garment Factory in Gampaha District, Sri Lanka

Wimalasena, P. G. N. D.[1] and Ranasinghe, V. R.[2]

This study focuses on investigating the impact of workplace ostracism on turnover intention and how workplace stress influences the relationship between workplace ostracism and turnover intention. The current study was carried out as a cross-sectional field study, predominantly applying the hypothetical- deductive approach, in which the researchers' interference with the study sample was minimal. The population of the current study comprises the operational level employees of a selected garment factory in the Gampaha district. Therefore, the unit of analysis is at the individual level. Simple random sampling was applied to select the study sample. The sample size of this study was 196 respondents according to the Morgan table. Out of 200 questionnaires distributed, 178 responses were received from the survey. The data was analyzed using Statistical Package for Social Sciences (SPSS) version 26.0. Through the analysis of the study, the researcher tried to assess the impact and identified a significant association between workplace ostracism and turnover intention of the operational level employees in the selected garment factory. It is found that there is a significant positive impact of workplace ostracism and turnover intention. Also, workplace ostracism and workplace stress are significantly positively correlated and there is a moderate positive correlation between workplace stress and turnover intention. Finally, this study empirically confirms that workplace ostracism is the main factor that led to employee turnover intention and statistically validates the mediation effect on the impact of workplace stress on employee turnover intention. Accordingly, it is suggested for managers and practitioners to establish such a culture, calm environment by improving teamwork in the workplace.

Keywords: *Turnover Intention, Workplace Ostracism, Workplace Stress*

[1] Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka
[nisansalawimalasena04@gmail.com]
[2] Lecture, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [vimanshar@kln.ac.lk]