

The Influence of Workplace Aggression on Employee Turnover Intention

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Abstract : Workplace aggression not only is a proven safety and health issue but it also is a problem witnessed at workplace which has far-reaching consequences. It hinders the overall productivity of the organizations and individual employees. The current study examined employee turnover intentions as a result of workplace aggression. The study was conducted on employees from the private sector. Self-report questionnaires that measured the workplace aggression and turnover intentions of employees were used to target a sample size of 200 employees. In the hypothesis, it was assumed that high levels of workplace aggression at any organization will result in subsequent high levels of employee turnover intentions. It was therefore identified that there has been a relationship between workplace aggression and employee turnover intentions. The results determined a positive relationship between the workplace bullying behaviors towards the individuals and the turnover intention.

Keywords : bullying, organizational commitment, turnover intention, workplace aggression

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