Abstract

An employee needs to possess positive psychological strength and emotional stability in order to achieve success in the workplace, especially for those who are having feelings of ostracism. Research evidence suggests that ostracized employees often tend to show low organizational commitment, job involvement, and more negative attitudes towards their employing organizations. The purpose of this research is to study the positive psychological aspects of ostracized employees. This includes emotional intelligence (EI) and psychological capital (PsyCap). Here the researcher’s prime objectives are to examine the nature and structure of emotional intelligence and psychological capital in Indian context, relationship between workplace ostracism and work attitudes, and moderating effects of emotional intelligence and psychological capital on the relationship between workplace ostracism and work attitudes. The sample of the present study consists of 276 minority employees of manufacturing sector of east Odisha. The investigator collected data through simple random sampling technique. Exploratory factor analyses (EFA) and confirmatory factor analyses (CFA) resulted three-factor model for EI and PsyCap questionnaire. All dimensions displayed acceptable reliabilities. This study also reported the negative relations of workplace ostracism with organizational commitment and job involvement and positive with organizational cynicism. Moderated regression analysis reported both emotional intelligence and psychological capital significantly moderated on the relationship between workplace ostracism and work attitudes. Based upon the findings, the researcher came out with implications, limitations, and suggestions for future researchers.

Keyword: workplace ostracism, psychological capital, emotional intelligence, work attitudes and cynicism.