

Abstract

The current study is a mixed method study. The qualitative part explored workplace bullying in relation to occupational stress, organizational commitment and job performance among police personnel. A purposive sample of 210 police officers, which included constables, assistant sub inspectors and sub inspectors was drawn from different police station of Punjab province (N=210). Negative Acts Questionnaire-Revised, Subjective Job Stress Scale, Organizational Commitment Questionnaire-Revised and Job Performance Scale were used for the purpose of data collection. The findings of this study indicated that workplace bullying has a significant positive correlation with occupational stress and a significant negative correlation with affective commitment, continuous commitment and normative commitment. Married Police officers scored significantly higher on workplace bullying and scored significantly lower on affective commitment, continuous commitment and normative commitment. Police officers of lower ranks scored significantly higher on workplace bullying and significantly lower on occupational stress, affective commitment, continuous commitment and normative commitment as compared to officers of higher ranks. The results of simple linear regression analysis indicated that workplace bullying positively predicted occupational stress and negatively predicted affective commitment, continuous commitment, normative commitment and job performance. The qualitative part of the study aimed to determine the enabling factors of workplace bullying among police personnel. The data driven from participants (N=4) were analyzed using thematic analysis. Four major themes emerged in the study, i.e a- police culture b- organizational factors c- psychological factors d- social factors. The findings of this study are likely to help in policy making and in better understanding of the issues faced by police officers in Pakistan.

Keywords: workplace bullying, occupational stress, organizational commitment, job

performance