

Abstract

The present study aimed at exploring the relationship between Workplace Bullying, Stress and Job Satisfaction. Furthermore, the study aimed to examine gender as a predictor of job satisfaction in newly hired employees. The sample comprised of 150 newly hired employees; 86 males and 64 females within age range of 23 to 30 years. Purposive sampling technique was used to collect the data from different private organizations. Negative Act Questionnaire by Einarsen and Hoel was used to measure workplace bullying. Job satisfaction was measured through Job Satisfaction Survey by Spector and psychological distress was measured through Perceived Stress Scale by Cohen. Correlational Analysis, Linear Regression and Multivariate Analysis of variance were used to analyze the data. The findings showed that workplace bullying and stress are positively correlated with each other and are negatively correlated with job satisfaction. Results of multivariate analysis of variance indicated that gender had a significant impact on workplace bullying. Results of regression analysis indicated that gender is the significant predictor of job satisfaction in newly hired employees. Results of multivariate analysis of variance indicated that bullying had a significant impact on psychological distress and job satisfaction. This study has a wide implication in the area of industrial/organizational psychology.

Key words: Workplace Bullying, Stress, Job Satisfaction, Gender, Newly Hired Employees.