

## **Abstract**

The present study investigates relationship between ostracism, organizational justice, employee resilience and organizational commitment among private sector managers. The objective of current study is to evaluate whether ostracism, organizational justice and employee resilience predicts organizational commitment. The sample was approached online conveniently with the help of different career development social media sites. There were four scales used in this study which are workplace ostracism scale (Ferris et al, 2008), organizational justice scale (Colquitt, 2015), employee resilience scale (Morgana Hodliffe, 2014) and organizational commitment scale (Allen & Meyer, 1990) to evaluate relationships of all the variables. Hierarchical regression analysis and Pearson product movement correlation was used to gain results. The results of the present study indicates that there is a negative relationship of ostracism with organizational justice and employee resilience. There is a positive relationship of organizational justice with organizational commitment and employee resilience. Employee resilience and organizational commitment also has positive relationship. Furthermore, organizational justice and employee resilience predicts commitment of an employee to their organization.