

### Abstract

The ostracism at workplace, a work place where usually people working or perceived it when they repeated rejected from other places and ignored or eliminated by others in workplaces. In other word we can say that ostracism is a place where employee faces stress and psychology difficulties.

The main purpose of our research is to inspect and investigate the impact of The Development and Validation of Workplace Ostracism Scale. There are collected data through questionnaires which were distributed in near places total of 300 questionnaires were distributed to the employees of the workplace ostracism out of which 285 we found useful and we considered it useful for further analysis data. There were 285 current employees we found on the workplace during the survey that was conduct through questionnaire .The study showed that there is positive effect of workplace ostracism on the negativity effectivity. This negative effect also have the positive effect on the counterproductive work behavior also had the significance impact on the counterproductive work place. The research study showed that there is also some counterproductive behaviour that is found out through the negative behavior of the employer. The study also showed the positive relationship through the total working hrs. Also showed the positive relationship with workplace ostracism, the findings of the study also showed the negative relationship between the ostracism workplace and the employee's .The employees of the workplace ostracism filled out the questionnaire in this survey asked the basic questions regarding their duty. There are some of them also showed the positive relationship between the employees and the impact of The Development and Validation of Workplace Ostracism Scale. The study showed as well as the negative relationship between the employees and counterproductive behaviour of the workplace ostracism.