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**AN EMPIRICAL INVESTIGATION ON THE EFFECT OF WORKPLACE  
OSTRACISM ON WORKPLACE DEVIANT BEHAVIOR:  
A MODERATED-MEDIATION MODEL INCLUDING EMOTIONAL  
INTELLIGENCE, ORGANIZATIONAL CONFLICT  
AND KNOWLEDGE SHARING BEHAVIOR**

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**Abstract**

Workplace ostracism and work place deviant behavior have emerged as a significant organizational concern. Our study empirically investigated the effect of workplace ostracism on workplace deviant behavior under mediating conditions of knowledge sharing behavior and organizational conflict. In addition, our study also analyzed the moderating effect of emotional intelligence in our proposed model. Primary data through adapted questionnaire was gathered in order to test our hypothesized relationships. A total of 300 questionnaires were distributed to the knowledge workers serving in public sector universities in Pakistan through cluster based sampling. 250 questionnaires were returned and were found useful and complete. Structural equation modeling (SEM) technique provided the study results that revealed a positive and significant effect of workplace ostracism on workplace deviant behavior. SEM results also showed that emotional intelligence significantly moderates the relationship of workplace ostracism and organizational conflict; workplace ostracism and knowledge sharing behavior; workplace ostracism and workplace deviant behavior. Mediation analysis revealed that organizational conflict has no mediating effect, whereas knowledge sharing showed a significant mediating role in the relationship between workplace ostracism and workplace deviant behavior. Our study findings highlight that knowledge workers with higher levels of emotional intelligence have the tendency to deal better with workplace ostracism and workplace deviant behaviors.

**Keywords:** Workplace Ostracism, Workplace Deviant Behavior, Organizational Conflict, Knowledge Sharing Behavior and Emotional Intelligence.