

Analysis of Bullying Effect on Job Performance Using Employee Engagement and Job Satisfaction as Mediation

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Abstract

The purpose of this study is to examine the effectiveness of employee engagement and job satisfaction to reduce the negative impact of bullying in the workplace on job performance. The findings revealed that employee engagement mediates fully the relationship between bullying and job performance, and job satisfaction mediates partially the relationship between bullying in the workplace and job performance. Management must try to solve the problem of intimidation by increasing the mental involvement of employees and policies that can increase job satisfaction.

Full Text:

PDF

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