UNCOVERING THE CONCEPT WORKPLACE OSTRACISM: A REVIEW ON SEQUENTIAL PERSPECTIVE

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Abstract

Although the concept of ostracism in general and workplace ostracism in particular has attained attention of researchers in last decade yet the main focus remained on its psychological outcomes. Furthermore, the management researchers failed to express the temporal nature of workplace ostracism based on comprehensive theoretical grounds. Thu, the present research has adopted an integrated review methodology to consolidate and synthesize the existing literature on the concept of workplace ostracism in light of conservation of resource theory, social capital theory (SCT), social identity theory (SIT) and social exchange theory (SET). Data are collected from the electronic data basis of PsycINFO, PROQuest, Elsevier, Science Direct, Data base of Academy of Management, Sage, Willey Black well, Taylor and Frances along with the use of Google scholar. The relevancy of articles was ensured by reviewing the abstracts of all articles and the relevant articles were selected and integrated. A sequential stage model of workplace ostracism is proposed that uncovers the process in four stages i.e. exclusion, disassociation, depletion stage and repercussion stage.

Keywords: Integrative Review, Ostracism, Workplace ostracism, Social Exclusion, Social Exchange Theory, Social Capital Theory, Social Identity Theory, Conservation of resource Theory

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