

Abstract

The main objective of this study is to test the effect of Emotional intelligence on the relationship between Workplace bullying and Individual's work performance. Increased competition among organizations has increased the greater emphasis on employee performance. Organizations use variety of techniques to achieve the optimum level of human resources deployment. Workplace bullying appears to be one of the dominant mechanisms that managers adopt even if involuntarily. According to previous literature heavy use of bullying mechanisms may lead to impaired job performance. Though it has been said that workplace bullying leads to negative organizational outcomes such as decreased employee productivity and lower employee performance, theoretical efforts have been revealed that impact of bullying on target varies according to the way he or she perceive the bullying event and Emotional intelligence skills may assist individuals to cope with negativity generated by workplace bullying. Focal point of this theoretical attempt is to examine whether Emotional intelligence plays a role on the relationship between Workplace bullying and Individual's work performance.

Two hundred and thirty managerial level employees in the fast moving consumer goods industry were selected for the study, multinational FMCG firms were selected, because with regards to bullying, high risk sectors are male-dominated manufacturing organizations, blue-chip companies. AMOS 20.0 and SPSS 20.0 versions deployed for the purpose of analysis of data.

According to the revelations of the present study, there is a negative relationship existing between workplace bullying and individual's work performance and it denotes that work place bullying can have a negative impact on employees performance level. person-related bullying found to be the dominant form of work place It signifies that person-related bullying is a strong contributor for the prevalence of the work-place bullying in Sri Lankan FMCG organizations. Emotional intelligence has a moderating effect on the relationship between workplace bullying and individual's work performance. Work performance is low for those with low levels of emotional intelligence and high for those with high levels of emotional intelligence.

Therefore it can be stated that emotional intelligence can mitigate the adverse effect of workplace bullying on individual's work performance.