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**The Effect of Cyber Loafing on the Relationship
between Workplace Ostracism and Organizational
Citizenship Behavior**

"An Empirical study on Private Universities in Egypt"

*A Dissertation Submitted in Fulfillment of the Requirements
for the Degree of Doctor of Philosophy in Business
Administration*

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Abstract

Workplace ostracism is a situation in which employee is rejected by his colleagues this situation could affect the performance of the employee, also the rapid changes in the nature of work environment due to the technological advances and the change in nature of organizations could affect the employees' performance. These technological changes could benefit the organizations however some employees could use the technological changes in a bad way. Thus this research aims to determine the effect of cyber loafing on the relationship between workplace ostracism and organizational citizenship behavior at private universities in Egypt.

After reviewing previous studies in this regard, the research problem could be summarized as follows: "To what extent does workplace ostracism affect citizenship behavior through the effect of cyberloafing" a model for the research hypotheses was developed, and primary data was collected through designing a questionnaire with scales for workplace ostracism, cyber loafing and organizational citizenship behaviors and by using a sample of (358) units of teaching staff and teaching assistants at private universities in Egypt.

The suggested model was tested using the structural equation model and path analysis was used to assess the strength of the relationships among the research variables by using (AMOS) program. The necessary tests were conducted to assess the validity of the research variable models. The questionnaire was distributed to the sample through google form.

The researcher concluded that there is a negative effect of workplace ostracism on organizational citizenship behavior. The results also shows that workplace ostracism affects cyberloafing positively, furthermore cyber loafing has a negative effect on organizational citizenship behaviors which supports the third hypothesis, also cyberloafing mediates the relationship between workplace ostracism and organizational citizenship behavior

Keywords: workplace ostracism, cyber loafing, organizational citizenship behaviors.