

The Impact of Workplace Bullying on the Relationship between Leader-Member Exchange Relationship (LMX) Quality and Organizational Cynicism (Applied on Egyptian Governmental Universities)

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This research's major goal is to ascertain how workplace bullying affects the relationship between the quality of leader-member exchange relationships (LMX) and organizational cynicism. To demonstrate the causal relationships between the study variables, a model for the research hypotheses was created. As a result, utilizing the path analysis and structural equation modeling (Amos) are employed to evaluate the strength of the correlations between the research variables by using Smart PLS 4, SPSS V.25. To collect the primary data, the researcher designed a questionnaire that includes three main constructs are the Leader Member Exchange Relationship (LMX), Workplace Bullying, and Organizational Cynicism.

The researcher relies on the Egyptian universities located in greater Cairo, which were five universities (Benha, Ain-shames, Cairo, Helwan and El-Azher).

The findings illustrate that there is a significant negative impact of leader-member exchange relationship on organizational cynicism, and there is a significant negative impact of leader-member exchange relationship on workplace bullying.

There is a significant positive impact on workplace bullying on the relationship between leader-member exchange relationship quality and the Organizational Cynicism.

The results also show that there a significant differences between the respondents' perception toward the research variables according to the following demographic and organizational variables(gender, age, employment grade, appointment duration(tenure), and the university.

Keywords: LMX Organizational Cynicism WorkPlace Bullying.