

البحث (8)

The Impact of Psychological Contract Breach on Job Silence in Tourism Companies: Workplace Bullying as a Mediator

الملخص باللغة الإنجليزية

The study aimed to measure the effect of psychological contract breach on both workplace bullying and job silence. The research also aimed to assess whether workplace bullying plays a mediating role in the relationship between psychological contract breach and job silence in tourism companies. To achieve the aims of the study; A questionnaire was designed to collect study data from a random sample of employees in tourism companies in Hurgada and Sharm El-Sheikh, where 492 questionnaires were distributed, while only 418 questionnaires were analyzed. The results of the study highlighted that psychological contract breach leads to an increase in the level of workplace bullying, and job silence. The results also showed that workplace bullying leads to job silence. Finally, the results depicted that psychological contract breach affects the job silence in tourism companies through workplace bullying as a mediating variable.