



---

# 11<sup>th</sup> International Conference on New Ideas in MANAGEMENT, ECONOMICS & ACCOUNTING

17-19 February 2023

Barcelona, Spain

## **Ostracised and/or Not Being Ostracised; Is That Really Matters? The Case of Junior Academics in Malaysia Higher Institutions**

**Norzanah Mat Nor**

Cardiff University, United Kingdom

### **Abstract**

This study aims to explore the reality of ostracism among the junior academics in Malaysia Higher Education Institutions. This is due to the impact of emotional, and mental bullying of ostracism could weaken the appearance and lower their job performance target of those whom have been ostracised. Qualitative data came from a focus group session with seven young academics in Malaysia Higher Institutions. Most of the participants have not heard about 'ostracism' and/or don't even know what it is exactly until they have been explained of its' definition. To them, this is very much related to bullied at workplace. The findings obtained confirm the existence of ostracism at workplace among the junior academics. Furthermore, results also established the sequential of the practises such like no freedom to speak out, overloaded tasks, favouritism, ad hoc tasks, pain of rejection because of being excluded from the senior social group and social activity (gathering or hangout). Despite to all these, not all want to leave the organization because of the strong work engagement they possessed. If they did, that would be pretty much due to the bad leadership i.e., top management of the faculty. It has been proposed that to manage this ostracism positively and fight back could be the best thing to do by all of them.

**Keywords:** Workplace Ostracism, Junior Academics, Higher Education Institutions