



Business Administration Dep.

# Supervisor Ostracism

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## Definition of Supervisor Ostracism

### What is Supervisor Ostracism?

- Supervisor ostracism refers to the deliberate exclusion, ignoring, or silent treatment of employees by their supervisors.
- It is a form of workplace mistreatment that involves the supervisor intentionally excluding an employee from social interactions, decision-making processes, and important work-related information.



## Impact on Employees

- Supervisor ostracism can have significant negative effects on employees' well-being and job performance.
- It can lead to feelings of isolation, low self-esteem, reduced job satisfaction, and increased stress levels. Employees who experience supervisor ostracism may also have lower levels of commitment to their work and the organization as a whole.



# Effects of Supervisor Ostracism on Employees

- **A. Decreased Job Satisfaction**
  - Employees who experience supervisor ostracism often report lower levels of job satisfaction.
  - Feeling excluded and ignored by their supervisor can lead to feelings of frustration, demotivation, and dissatisfaction with their work.



# Effects of Supervisor Ostracism on Employees

## ■ **B. Lower Productivity**

- Supervisor ostracism can negatively impact employee productivity.
- When employees feel ignored or excluded, they may become less engaged in their work and less motivated to perform at their best.



# Effects of Supervisor Ostracism on Employees

## ■ C. Increased Turnover

- Employees who experience supervisor ostracism are more likely to consider leaving their job.
- The negative effects of feeling excluded and unsupported by their supervisor can lead to increased turnover rates.
- This can result in higher recruitment and training costs for the organization.



# Causes of Supervisor Ostracism

## ■ Power Dynamics

- Unequal distribution of power between supervisors and employees can lead to ostracism.
- Supervisors may use their power to exclude or ignore certain employees.

## ■ Personality Conflicts

- Incompatible personalities between supervisors and employees can result in ostracism.
- Differences in communication styles, values, or work approaches may lead to exclusion.

## ■ Favoritism

- Supervisors showing preferential treatment to certain employees can cause ostracism.
- When supervisors favor a select few, other employees may feel excluded or ignored.



# Preventing and Addressing Supervisor Ostracism

## Promoting Open Communication

- Encourage regular and open communication between supervisors and employees.
- Foster an inclusive and supportive work environment where employees feel comfortable expressing their concerns and issues.
- Implement feedback mechanisms, such as regular check-ins and anonymous suggestion boxes, to ensure employees can provide input and share their experiences.

## Implementing Fair and Transparent Policies

- Establish clear and consistent policies and procedures that apply to all employees.
- Ensure that performance evaluations, promotions, and rewards are based on objective criteria and are free from bias or favoritism.
- Regularly review and update policies to address any potential loopholes or areas of concern.





# Preventing and Addressing Supervisor Ostracism

- **Providing Training for Supervisors**
  - Offer training programs for supervisors to enhance their leadership and communication skills.
  - Educate supervisors on the importance of inclusivity, empathy, and fairness in their interactions with employees.
  - Provide resources and support for supervisors to address and mitigate any potential ostracism issues within their teams.



## Conclusion

- Supervisor ostracism can have negative effects on employees, including decreased job satisfaction, lower motivation, and increased turnover.
- It is important for organizations to address this issue in the workplace to create a positive and inclusive work environment.
- By promoting open communication, providing support to employees, and implementing policies to prevent and address supervisor ostracism, organizations can improve employee well-being and overall productivity.



# Thanks!

Any questions?