

Abstract

This paper aims to understand Personality regarding workplace incivility, family incivility and abusive supervision and also how it affects employee Voice behavior in Banking Sector, Hyderabad, Sindh. Over the previous years, many researchers have been studying on incivility Bullying, Aggressive behavior that bring negative effect to the organization. Past studies shows that, workplace conflict that are not dealt well will result into uncivil behavior and lead to turnover (Andersson and Pearson, 1999). Quantitative method is applied in this study Questionnaire was distributed among 316 employees and (SPSS) Statistical Package of Social Sciences was used for data analysis. This study concludes that Personality traits are depending on human cognitive development and every employee have individual personality according to cognitive and emotion development and voice behavior is directly related to personality traits. This research study shows that the relationship between personality traits and voice behavior is towards the immediate manager but not to top management of the bank. Therefore, some factors are directly related to personality traits and voice behavior and some partially related to personality traits and voice behaviors. In conclusion, both genetic and environmental factors can influence an individual's personality and voice behavior. The study makes valuable contribution to the field of human resource management.

Key Words:

Personality, Abusive Supervision, Workplace Incivility, Family Incivility, Voice Behavior.