



ABSTRACT

This study examined the effects of aggression type and age group on Filipino employees' likelihood of committing relational aggressive behavior and its different types (exclusion, backstabbing, silent treatment and spreading of rumors) in the organizational setting. Initially, the population for this study was classified in accordance to age group (young and middle adulthood) and aggression type (proactive and reactive aggressors) using the "*Self-Report of Aggression & Social Behavior Measure*". The study was conducted primarily in selected companies around CALABARZON, wherein the chosen 128 participants were employees with ages from 21 to 55, and with a tenure of at least a year. The participants were then given the "*Relational Aggression Assessment Questionnaire*". The results gathered were analyzed using a 2 (Proactive vs. Reactive) x 2 (Young Adult vs. Middle Adult) factorial ANOVA design. The study found that there were purely no significant differences among the age groups when it comes to committing relationally aggressive behavior and its different kinds. On the other hand, for aggression type, only silent treatment revealed a significant difference among all relational aggressive behaviors. To discuss, reactive employees use silent treatment significantly more than proactive employees because of usual emotional provocations and it is also the only relational aggressive behavior considered as a socially acceptable passive



aggression which does not violate the culture of importance placed on “*kapwa*” and “*pakikisama*” of Filipinos in social settings. This study can be used as an implication of relational aggression for the implementation of developing interventions and activities for improvement in Filipino organizations.

Keywords: proactive aggression, reactive aggression, relational aggression

