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Disciplina	658.382
Soggetti	Psychology, Industrial Industrial sociology Employee health promotion Work and Organizational Psychology Sociology of Work Employee Health and Wellbeing
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Nota di contenuto	The contribution of organizational factors to workplace bullying, emotional abuse and harassment -- New directions in reciprocal influences: The cases of role stressor–workplace bullying and interpersonal conflict-workplace bullying linkages -- The contested terrain of power in workplace bullying, emotional abuse and harassment -- The role of personality in workplace bullying research -- Workplace bullying and mental health -- Health consequences of workplace bullying: Physiological responses and sleep as pathways to disease -- The moderating effects of coping mechanisms and resources in the context of workplace bullying, emotional abuse and harassment -- Long-Term consequences (costs) of workplace bullying, emotional abuse and harassment for the workplace, organization and society -- Employee silence and workplace bullying -- Surviving workplace bullying, emotional abuse and harassment -- Bosses get bullied too: Exploring upwards bullying to learn more about Workplace Bullying -- Targets of Workplace Bullying and Mistreatment: Helpless

Victims or Active Provocateurs? -- "Me? A bully?": The different faces of the perpetrator in workplace bullying -- The role and impact of leaders on workplace bullying, emotional abuse and harassment -- The role of bystanders in workplace bullying -- The significant others of victims of bullying, emotional abuse and harassment at work -- The role of therapists in treating parties to workplace bullying: Similarities, differences and integration -- The role of the organizational practitioner in workplace bullying -- Human Resources as Important Actor in Workplace Bullying Situations: Where We Have Been and Where We Should Go -- The Role of Working Environment Authorities in the Dynamics of Workplace Bullying, Emotional Abuse and Harassment.

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## Sommario/riassunto

Workplace bullying, emotional abuse and harassment unfolds as a process, usually recursive and escalating, that involves multiple actors and stakeholders. Through Section 1 of this volume, the antecedents and effects of workplace bullying, emotional abuse and harassment are detailed. Apart from discussing individual and organizational causative factors and adverse outcomes for targets and organizations, this section presents issues pertaining to target coping and survival and power versus powerlessness as dialectic rather than sovereign. Emergent research examining the physiological impact on targets, the controversial interplay of personality and the striving towards well-being is showcased. Section 2 brings together chapters on the various key players in the workplace bullying, emotional abuse and harassment scenario. The focus here is on targets, bullies, bystanders, leaders and significant others as well as the range of interventionists (such as HR managers, therapists, organizational practitioners, unionists and so on) who address situations of misbehaviour. The motives, experiences and outcomes of the former group and the roles, dilemmas and challenges of the latter group are elaborated. .

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