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Titolo	Acknowledging, Supporting and Empowering Workplace Bullying Victims : A Proactive Approach for Human Resource Managers / / by Jillian Williamson Yarbrough
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Collana	SpringerBriefs in Psychology, , 2192-8371
Disciplina	658.382
Soggetti	Victims of crimes Forensic psychology Psychology, Industrial Victimology Forensic Psychology Work and Organizational Psychology Assetjament laboral Víctimes Recursos humans Llibres electrònics
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	1. Introduction -- 2. Implications for Both Short and Long Term of Workplace Bullying on Organizational Success -- 3. Current Policies and Procedures in the Workplace Applied to Address Workplace Bullying -- 4. Overview of Needs Based Theories as Solution for Minimizing Workplace Bullying -- 5. Alfred Adler and Individual Psychology in Support of a Positive Work Environment and Victims of Workplace Bullying -- 6. Abraham Maslow and The Hierarchy of Needs in Support of a Positive Work Environment and Victims of Workplace Bullying -- 7. David McClelland and The Theory of Needs in Support of a Positive Work Environment and Victims of Workplace Bullying -- 8. Harry Stack-Sullivan and The Interpersonal Theory in Support of a Positive Work Environment and Victims of Workplace Bullying -- 9. Karen Horney and

The Theory of Neurotic Needs in Support of a Positive Work Environment and Victims of Workplace Bullying -- 10. Comprehensive review of the theories and application scenarios including research and data to support application choices -- 11. Conclusion.

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### Sommario/riassunto

This book identifies potential support for workplace victimization through an examination of employee's needs and needs-based motivation theories. Based on contemporary research in victimology and long-standing needs-based theories, it outlines how workplace bullying victims' needs can be identified and how victims of workplace harassment can be empowered through the development and attainment of their unmet needs. The volume will be of interest to practitioners at the intersection of organizational and forensic psychology practitioners examining lacking needs as motivators for workplace bullying or harassment.

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