

1. Record Nr.	UNINA9910955620203321
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Titolo	An Introduction to the Psychodynamics of Workplace Bullying
Pubbl/distr/stampa	Routledge, 2013 London : , : Karnac Books, , 2013
ISBN	0-429-91073-8 0-429-89650-6 0-367-10171-8 0-429-47173-4 1-78241-136-4
Edizione	[1st ed.]
Descrizione fisica	1 online resource (253 p.)
Disciplina	362.8292
Soggetti	Bullying in the workplace Harassment Invective
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	chapter One Individuals: bullies and victims / Sheila White -- chapter Two Interpersonal relationships / Sheila White -- chapter Three Groups / Sheila White -- chapter Four Organisations / Sheila White -- chapter Five A case study / Sheila White.
Sommario/riassunto	This book gives in-depth insights into the core issues of workplace bullying from the perspectives of the individuals involved, their interpersonal relationships, the group dynamics and organisational contexts. Workplace bullying is costly: increasingly petty conflicts are being registered as formal complaints and, in no time, legalities take over and costs spiral out of control. Preventive actions and interventions need to be based on a sound knowledge of the deeper issues which foster bullying scenarios. This book gets to the roots of why and how bullying occurs. Four main chapters are devoted to individuals, interpersonal relationships, group dynamics, and organisational contexts. The fifth chapter is a case study of the 'turn round' of a workplace in which bullying was rife. There are three

recurring themes: recognition, loss, and space. New ways of conceptualising bullying are presented from drawing on the literature on the subject, as well as a range of psychodynamics theories. Bullying is described as a perverse and pernicious form of projective identification, occurring around organisational vacuums and structural fractures.
