

Workplace Bullying

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Abstract

Workplace bullying is when coworkers or supervisors act aggressively and treat a worker unfairly. When this behaviour occurs regularly and for an extended period of time, it raises the employee's stress levels, which harms the organisation both directly and indirectly. Bullying at work has a history of having terrible consequences for the targets, witnesses, and organisations. Stress, worry, and poor physical and mental health are common among targets and witnesses, and these consequences might last for a while. Targets run the danger of being disqualified from the workforce due to poor health, stigma, victimisation, or damage to their reputation. The use of employer resources and time for non-work activities by perpetrators causes organisations to have low staff productivity, as targets and witnesses are likely to perform less effectively, take more vacation time, feel less devoted to the company, and be more likely to leave. Despite the serious issues that workplace bullying brings about, businesses struggle to cope with it. Policies, rules, and standards are necessary, but they rarely go far enough to address this complex psychosocial issue. Strong leadership, efficient human resource management, and a positive workplace culture are all crucial.

Key words: Workplace Bullying, Unfair treatment, Discrimination, Workforce and Organisation

Introduction

Bullying is described as an improper interaction with another person that involves verbal, nonverbal, emotional, physical, or mental contact. It could be inside or outside. Bullying at work is one of the worst things a person can experience since it never follows a set pattern. It may include nasty jokes, shaming, spreading rumours, being reprimanded ineffectively, humour about one's appearance, humour about one's language, humour about one's body type, etc.

It is anticipated that 75% of employees will encounter bullying at work at some point. The most crucial factor is that no one will even be made aware that they are being bullied by one of their own employees, whether they are junior, senior, or the boss. Bullying typically involves a series of actions or repeated episodes meant to intimidate; as a result, victims experience stress and low self-esteem, which can lead to suicide. Bullying at work diminishes employee morale, boosts absence rates, and decreases turnover.

Bullying in Workplace:

Workplace bullying is defined to be the consistent mistreatment either physical or emotional, directed towards co-workers or subordinates. This creates a toxic work environment when a person is witnessing or facing such treatment.

Studies have demonstrated that workplace bullying may have such a severe effect on a person's mental health that it can have both physical repercussions like headaches and digestive problems as well as psychological impacts like anxiety, melancholy, irritability, fear, and loss of self-esteem. It results in a drop in efficiency and production, poor work quality, a decline in commitment to the organisation, job discontent, a drop in morale, and a high absenteeism rate.

Bullying at work can take many different forms, including:

- Verbal abuse is using hurtful language, taunts, slurs, or humiliating remarks to minimise or denigrate the target.
- Physical intimidation: Making threatening gestures, violating personal space, or acting violently or destructively.
- Excluding or socially isolating a worker by gossip, disregard, or wilful exclusion from events or conversations relating to their employment.
- Cyberbullying is the act of bullying another person, spreading false information, or making insulting words on social media, email, or other digital platforms.
- You can undermine someone's competency by obstructing their career, withholding crucial information, or routinely giving them tasks that are beneath their level of knowledge.
- Unfair Criticism: Excessive and unwarranted criticism delivered without constructive input, sometimes in front of others, with the intention of undermining the target's self-confidence and self-esteem.
- Micromanagement is the excessive and unneeded control or surveillance of an employee's work, which can make them feel helpless and frustrated.
- Threats and intimidation: Making direct or indirect threats to the target's reputation in the workplace, future employment prospects, or personal safety.
- Gaslighting and manipulation involve purposeful factual distortion, the dissemination of untrue information, or challenging the target's understanding of reality in an effort to get them to doubt themselves.
- Excessive Workload: Intentionally burdening a target with an excessive quantity of labour, which can result in stress, burnout, and eventual failure.
- Sexual harassment: Unwanted approaches, remarks, or actions that make the target feel uncomfortable at work.

Bullying at Remote Work:

The COVID-19 epidemic sparked a significant shift away from the traditional office setting and towards work-from-home opportunities. It was anticipated that the issue of workplace bullying would go away or drastically decrease. Instead, many who work from home continue to report incidents of bullying from bosses and coworkers. Bullying has been shown to take on a variety of forms that are distinct from those observed in this type of bullying when it occurs in groups and face-to-face. According to a study from Spain and Germany, workplace cyberbullying may be even worse for victims' mental health than typical face-to-face

bullying. Because remote employees are linked to their teams and bosses via networks, the bullying that these employees endure may constitute a type of cyberbullying, albeit in a professional setting. Another survey by McKinsey and Company indicated that the unprecedented move to WFH and subsequent recurring waves of occurrence of the infection have caused anxiety and work and performance-related stress in the remote workers (The future of work after COVID-19, 2021). Anxiety about the future and stress arising out of remote work have been shown to be strongly associated with bullying at the workplace.

Cyberbullying at Work:

The interest in both job and non-work uses of technology is expanding, which is reflected in the rapid growth of both workplace and outside use of electronic media. With an easy access to internet, people have been using this platform extensively to spread hate and bullying. When coworkers abuse employees in the workplace using information and communications technology (ICT) rather than in person, this is referred to as "workplace cyberbullying" (Loh & Snyman, 2020). Cyberbullying may target workers before, during, or after work hours (Keskin et al., 2016). A growing body of research has been done on workplace bullying, and there is now interest in bullying behaviour that is mediated by technology. According to the definition of cyberbullying, it refers to "unwanted, inappropriate social exchange behaviours initiated by a perpetrator via online or wireless communication technology and devices."

Review of Literature

Bullying and Harassment in the Workplace: Theory, Research and Practice by Ståle Valvatne Einarsen, Helge Hoel, Dieter Zapf, Cary L. Cooper

The layout of the workplace and numerous workplace factors may have an impact on the likelihood of workplace bullying. the inability to handle anger brought on by bullying or aggressive behavior. The paper emphasizes how unsuccessful employees are in preventing bullying. It discusses how potential victims' behavior may be impacted by bullying. Interpersonal disputes in an organization may become more prevalent due to stressors. Bullying can also result from peer confrontations, especially when "hands-off" behavior is used.

Chaos and the Abuse of Power: Workplace Bullying in Organizational and Interactional Context

Randy Hodson, Vincent J. Roscigno, and Steven H. Lopez

Organizational ethnographies with content coding are studied in this article using a combination of quantitative and qualitative methodologies, with close attention paid to the actual ethnographies. Bullying is a result of the relationship between organizational dysfunction and relational helplessness, according to the findings. When there is a schism between organizational and relational elements, context-specific, underlying aspects of power control the extent of bullying. These findings show that organizations must do more than just protect the vulnerable; they must also stop the chaos that allows for power abuse.

Causes of Bullying:

Bullying at work is usually linked to stressful and disorganised working environments. Workplace stresses including unstable employment, heavy workloads, positional conflict and ambiguity, organizational change, and a lack of autonomy may all cause anxiety, uncertainty, and the potential for bullying. If the workplace culture overemphasises production, performance, and competition over wellbeing, organisations may also foster and condone bullying behaviours.

- A survey performed in 2019 found that more than 50% of Indian employees reported having dealt with bullying in some capacity at work (55% Indian employees tormented at work, 2020). Numerous researchers have investigated the types of bullying, their origins, and their effects.
- While bullying can result in a loss of resources, there is growing evidence that it also causes distress, which in turn causes more bullying. Loss of resources can result in physical and mental disease, which makes it more difficult to manage one's job and other obligations. Bullying may be used as a form of social control against underperforming or regularly absent employees in response to a breach of organisational norms. An continual "loss spiral" of stress, illness, subpar work, and absences results, which breeds more bullying and limits targets' opportunities to recover resources.
- "Workplaces evidencing bullying on a relatively routine basis [made] up 49% of the total analysed" in an extensive study of 148 organisations across the globe (Hodson, Roscigno, & Lopez, 2006, p. 391). Studies from the US also point to disturbing prevalence rates. Up to 13% of employees experience workplace bullying in any given 6 to 12 month period; this number rises dramatically when including employees who have experienced bullying at any point in their lives (30%, Lutgen-Sandvik, Tracy, & Alberts, 2007; 37%, Namie, 2007). These figures represent millions of employees: "146 million Americans were employed in July 2007 according to the Bureau of Labour Statistics (U.S. DOL)
- Studies by Leymann (1996) and Liefoghe and Olafsson (1999) based on Scandinavian, German, and European populations provide important research on workplace bullying. Bullying at work puts employees under a lot of stress, which undermines their confidence and self-esteem (Hsu et al., 2019). Employees who have experienced bullying frequently begin to doubt their own worth and endure confidence loss as a result (Conway et al., 2021). Employee silence is one passive coping mechanism that workers use in response to unfair treatment at work (Rai & Agarwal, 2018). Bullying victims exhibit intentional or unconscious hiding of important and general information from the workplace.

Methodology

The study aimed to gain comprehensive insights into the prevalence, nature, and impact of workplace bullying through a systematic survey and subsequent descriptive analysis of the gathered data.

a) Research Design:

A cross-sectional survey approach was used in the study to gather data at a specific moment in time. This method was chosen to provide a quick picture of participants' experiences with and opinions about bullying at work.

b) Participant Selection:

For this study, a representative sample of workers from different organisational backgrounds and industry backgrounds was gathered. People who were actively working and had either been the witnessed of or seen acts of workplace bullying might be included. Utilising internet recruiting tools and organisational networks, a convenience sampling strategy was used.

c) 3. Data Collection:

Based on recognized scales and validated tools used to measure workplace bullying, a structured questionnaire was created. The survey comprised multiple-choice and Likert-scale items, designed to elicit responses about the frequency, forms, and consequences of bullying behaviours.

d) Ethical Considerations:

The study adhered to ethical guidelines by ensuring participants' confidentiality and anonymity. All respondents gave their informed permission after being made aware of the goal of the study and the voluntary nature of their participation.

e) Data Analysis:

To find patterns and trends in the data, only descriptive approaches were utilised for the study of survey replies. The key technique for this analysis was the Likert-scale questions, which examined participants' views and experiences.

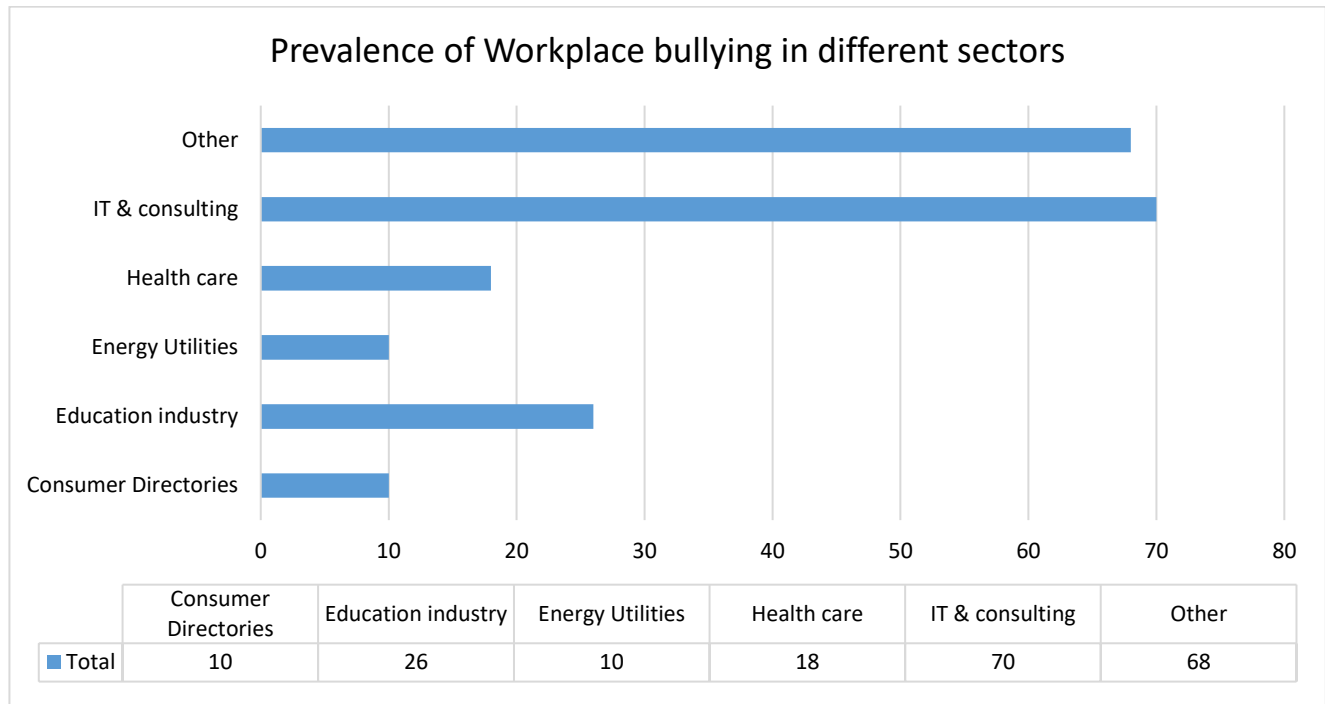
Objective

This study aims to comprehensively examine the multifaceted impact of workplace bullying on employees and organizations.

Data Analysis

Visualization and interpretation of data is given below:

1. Prevalence of Workplace Bullying in different sectors:



Total respondents: 202

The collected data reveals the distribution of workplace bullying incidents across various sectors, shedding light on the respondents working in each sector based who reported experiencing bullying within each sector.

a) **Consumer Directories:**

- Count: 10
- This sector had the lowest reported incidence of workplace bullying among the respondents, with only 5.0% indicating that they experienced bullying in this field.

b) **Education Industry:**

- Count: 26
- The education industry displayed a moderate prevalence of workplace bullying, with 12.9% of respondents reporting instances of bullying. This suggests that bullying incidents are of concern within this sector.

c) **Energy Utilities:**

- Count: 10
- Like the Consumer Directories sector, the Energy Utilities sector also had a reported prevalence of 5.0% for workplace bullying. This suggests that bullying may be relatively less common in this sector.

d) Health Care:

- Count: 18
- The health care sector exhibited a higher prevalence of workplace bullying, with 8.9% of respondents reporting incidents. This indicates a notable presence of bullying behaviours within this industry.

e) IT & Consulting:

- Count: 70
- The IT & Consulting sector stood out with the highest reported prevalence of workplace bullying, at 34.7%. This sector experiences a substantial proportion of bullying incidents, which is a matter of concern and requires attention.

f) Other:

- Count: 68
- The "Other" category represents a diverse range of sectors not explicitly listed. It identified that a considerable frequency of workplace bullying at 33.7%, demonstrating that bullying is a serious problem in many industries than those listed.

2. Experiences of Workplace Bullying:



Total Respondents: 202

The data gathered provides insight into the respondents' experiences with workplace bullying by coworkers or superiors.

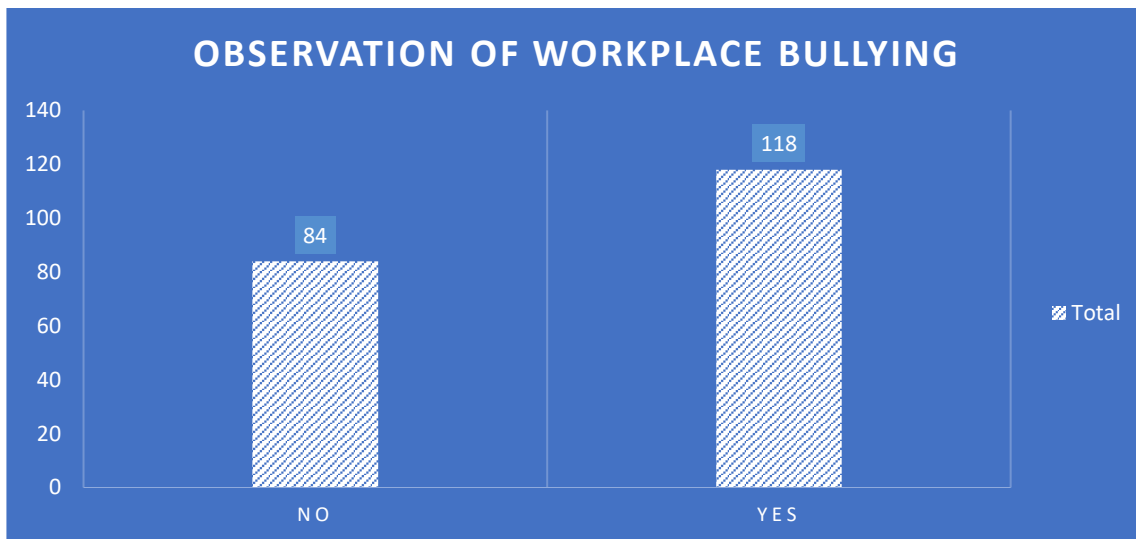
a) No:

- Count: 122
- Percentage: 60%
- The majority of respondents, constituting 60%, stated that they had never been the target of bullying at work from a coworker or a boss. This suggests that a significant portion of the surveyed individuals have not encountered workplace bullying.

b) Yes:

- Count: 80
- Percentage: 40%
- A sizable number of respondents—40%(approx)—reported that they have been the target of bullying at work from a superior or coworker. This suggests that a sizable proportion of people have come across instances of bullying behaviour at work.

3. Observation of Workplace Bullying:



Total respondents: 202

The data provides insights into respondents' observations of bullying behaviour occurring to someone else in their workplace.

a) No:

- Count: 84
- 41.6% of respondents, stated that they had not seen bullying behaviour occur to another person at work. This shows that a sizeable percentage of those polled had not personally witnessed instances of bullying among their coworkers or peers in the workplace.

b) Yes:

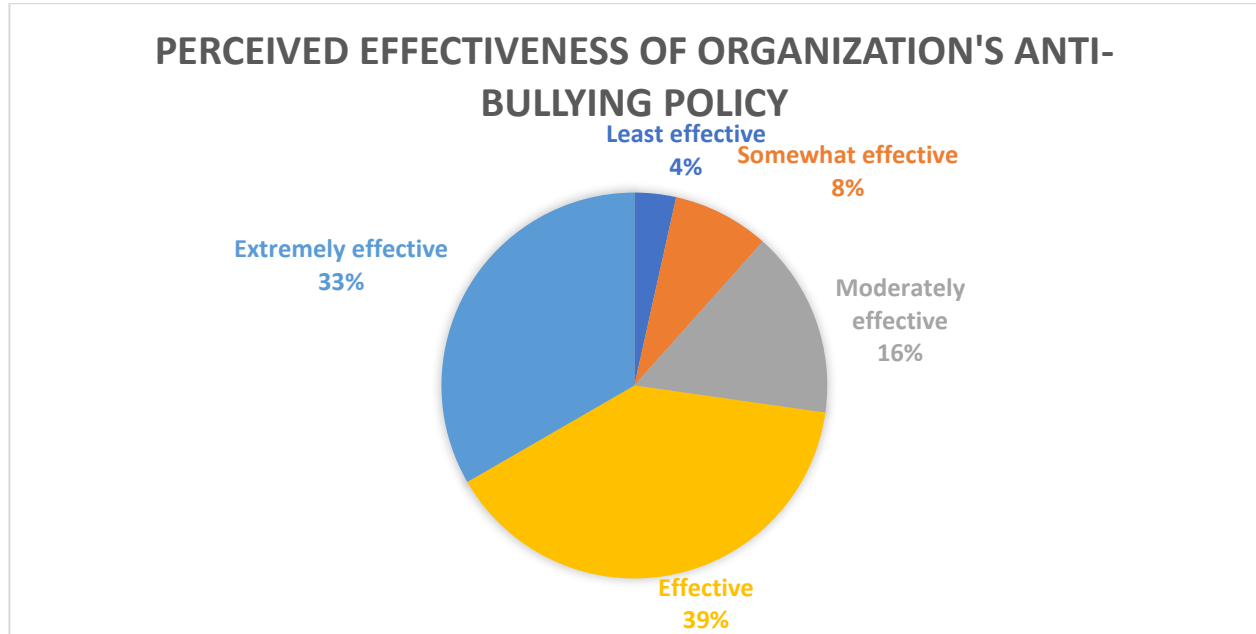
- Count: 118
- The majority of respondents, or 58.4%, admitted that they had really seen bullying behaviour occur to someone else at work. This shows that a large percentage of people have seen incidents of workplace bullying that have affected their friends or coworkers.

4. Perceived Effectiveness of Organization's Anti-Bullying Policy:

Total respondents: 202

The data offers insights into respondents' perceptions of the effectiveness of the organization's anti-bullying policy, as indicated by their **Likert scale ratings**. While a substantial portion of respondents view the policy

as relatively effective (ratings 4 and 5), there is also recognition of room for improvement (ratings 2 and 3). A minority of respondents perceive the policy as least effective (rating 1).



a) Rating 1 (Least Effective):

- Percentage: 3.48% or 4%
- A relatively small proportion of respondents, rated the organization's anti-bullying policy as the least effective (rating 1). This indicates that a minority of individuals hold the view that the policy has limited impact in addressing bullying concerns.

b) Rating 2 (Somewhat Effective):

- Percentage: 8.12% or 8%
- A moderate portion of respondents, around 8.12%, provided a rating of 2 for the organization's anti-bullying policy. This suggests that a segment of respondents believes that there is room for improvement in the policy's effectiveness.

c) Rating 3 (Moderately effective):

- Percentage: 15.65% or 16%
- A notable percentage of respondents, approximately 16%, assigned a rating of 3 to the organization's anti-bullying policy. This indicates a significant portion of individuals have a neutral perspective, suggesting that there may be areas for enhancement in the policy.

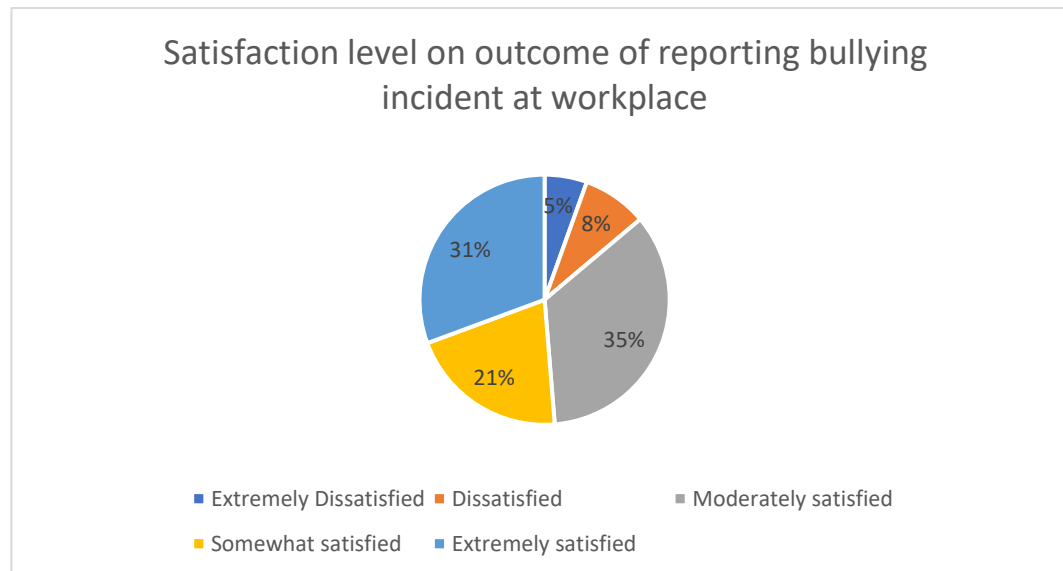
d) Rating 4 (Effective):

- Percentage: 39.42%
- The highest count of responses, representing 39%, fell under a rating of 4. This indicates that a substantial number of respondents view the organization's anti-bullying policy as relatively effective, although there may still be room for further improvements.

e) Rating 5 (Most Effective):

- Percentage: 33.33%
- A significant proportion of respondents, approximately 33%, rated the organization's anti-bullying policy as the most effective (rating 5). This suggests that a considerable number of individuals hold a positive view of the policy's impact in addressing bullying concerns.

5. Satisfaction with Outcome of Reporting Bullying Behavior to HR or Management:



Total respondents: 202

The collected data represents responses to a Likert scale question regarding the satisfaction level with the outcome of reporting bullying behavior to HR or management. Respondents were asked to rate their satisfaction on a scale from 1 (least satisfied) to 5 (most satisfied).

a) Rating 1 (Extremely Dissatisfied):

- Percentage: 5%
- A relatively small proportion of respondents, about 5%, indicated that they were least satisfied with the outcome of reporting bullying behavior. This suggests that a minority of individuals felt that the outcome was not satisfactory.

b) Rating 2 (Dissatisfied):

- Percentage: 8%
- A modest number of respondents, around 8%, indicated that they are dissatisfied with the subject. This indicates that a segment of individuals holds a negative viewpoint.

c) Rating 3 (Moderately satisfied):

- Percentage: 35%
- 35% of respondents, a sizable portion, said they were at least somewhat happy. This shows that a sizable proportion of people have a relatively cheerful outlook.

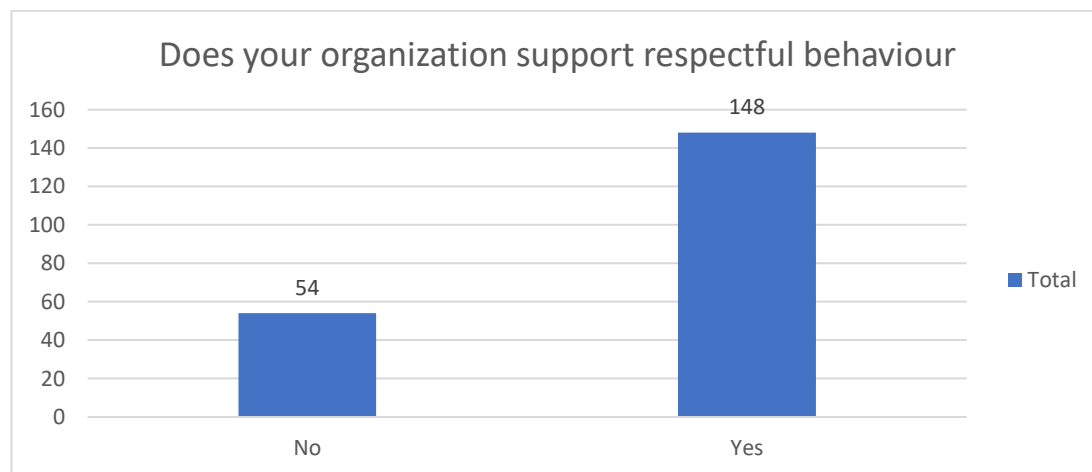
d) Rating 4 (Somewhat satisfied):

- Percentage: 21%
- 21% of respondents, a sizeable fraction, said they were just slightly happy. This suggests that a sizable proportion of people have a generally cheerful outlook.

e) Rating 5 (Extremely satisfied) :

- Percentage: 31%
- About 31% of respondents said they were highly happy, a sizeable percentage. This implies that a sizable percentage of people have a very favorable opinion.

6. Perception of Organizational Culture Supporting Respectful Behavior:



Total respondents: 202

The collected data represents responses to a binary question regarding whether the culture of the organization supports and encourages respectful behavior towards all employees. Respondents were asked to indicate either "No" or "Yes."

a) No:

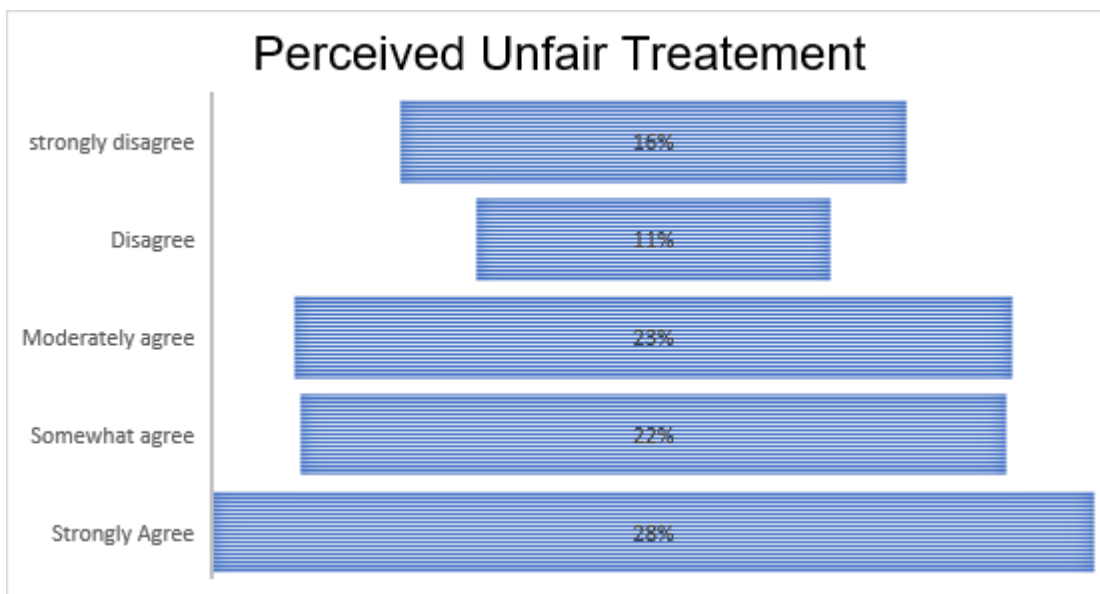
- Count: 54
- Percentage: 26.73%

- A significant proportion of those polled—roughly 26.73%—said they did not think the organization's culture supported and encouraged treating everyone with respect. This indicates that a sizeable proportion of people believe the organization's culture may use some improvement.

b) Yes:

- Count: 148
- Percentage: 73.27%
- A significant portion of respondents, or 73.27%, stated that they believe the organization's culture supports and encourages treating all employees with respect. This suggests that a sizable proportion of people have a favorable opinion of the company's culture in this area.

7. Perceived Unfair Treatment or Differential Behavior:



Total respondents: 202

The data collected shows respondents' perceptions of unfair treatment or differential behavior based on personal characteristics. While a minority of respondents expressed strong feelings of being treated unfairly (rating 1), the majority indicated varying levels of neutrality (rating 3) and a sense of fairness (ratings 4 and 5).

a) Rating 1 (Strongly Feel Treated Unfairly):

- Percentage: 15.94% or 16%
- A notable proportion of respondents, approximately 15.94%, expressed a strong feeling that they have been treated unfairly or differently based on their gender, race, ethnicity, or other personal characteristics. This suggests that a significant minority of individuals perceive instances of bias in their experiences.

b) Rating 2:

- Percentage: 11.16%
- A moderate number of respondents, around 11.16%, indicated that they have some perception of unfair treatment or differential behavior (rating 2). This indicates that a segment of individuals recognizes potential instances of bias, though not as strongly as those in the previous category.

c) Rating 3:

- Percentage: 22.71% or 23%
- A substantial percentage of respondents, approximately 22.71%, assigned a rating of 3. This suggests that a considerable number of individuals hold a neutral stance regarding perceptions of unfair treatment or differential behavior, indicating potential variations in their experiences.

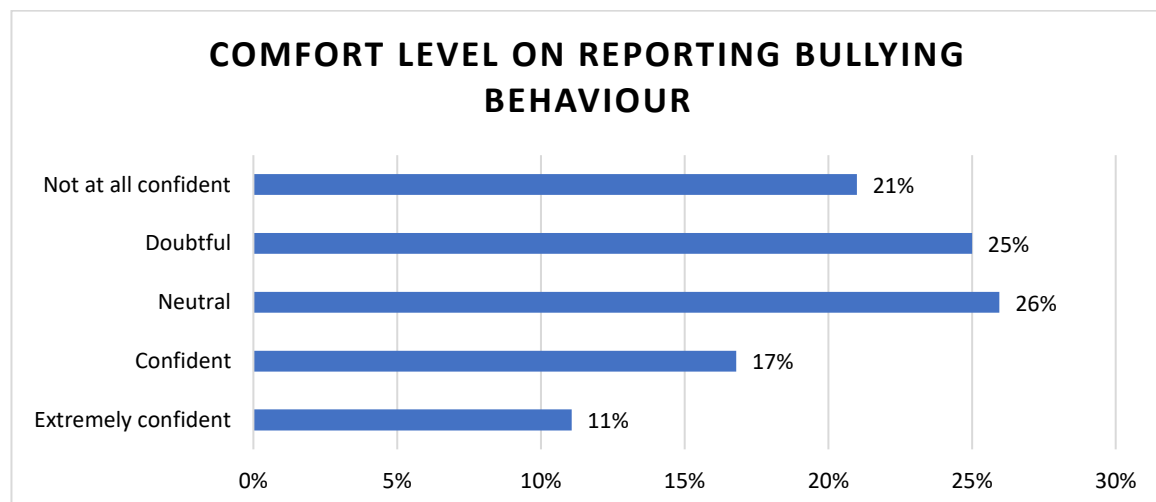
d) Rating 4:

- Percentage: 22.31%
- A notable portion of respondents, representing 22.31%, reported that they do not strongly perceive instances of unfair treatment or differential behavior (rating 4). This suggests that a significant number of individuals feel that they are generally treated fairly, despite potential occasional experiences.

e) Rating 5 (Strongly Do Not Feel Treated Unfairly):

- Percentage: 27.89% or 28%
- A significant proportion of respondents, approximately 27.89%, strongly indicated that they do not perceive instances of unfair treatment or differential behavior based on their personal characteristics (rating 5). This suggests that a considerable number of individuals perceive a high degree of fairness in their experiences.

8. Comfort Level Reporting Bullying or Harassment:



Total respondents: 202

This data reflects the respondents comfort levels when reporting a bullying behavior of harassment to HR management. Respondents were asked to rate their comfort levels on a scale ranging from "Extremely Confident" to "Not at all Confident."

a) Extremely Confident:

- Percentage: 11%
- A notable proportion of respondents, 11%, expressed an extremely high level of comfort when it comes to reporting incidents of bullying or harassment. This suggests that a significant minority of individuals feel very confident in reporting such incidents.

b) Confident:

- Percentage: 17%
- A moderate number of respondents, around 17%, indicated that they have a generally confident level of comfort when reporting incidents of bullying or harassment. This indicates that a segment of individuals feels reasonably secure in reporting such incidents.

c) Neutral:

- Percentage: 26%
- A substantial percentage of respondents, approximately 26%, assigned a neutral stance regarding their comfort levels. This suggests that a considerable number of individuals neither strongly feel comfortable nor uncomfortable when reporting incidents.

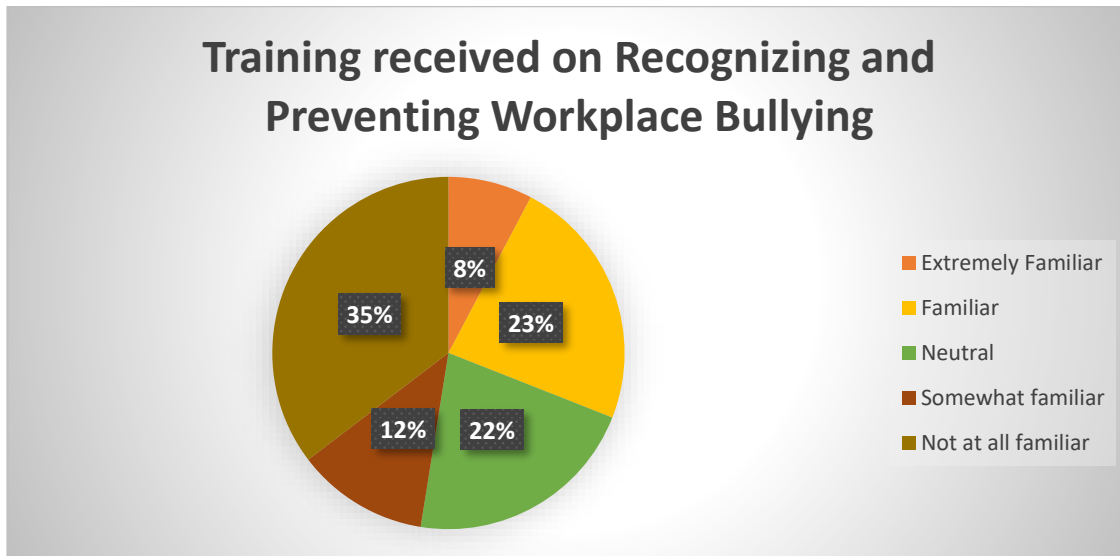
d) Doubtful:

- Percentage: 25%
- A notable portion of respondents, representing 25%, reported feeling doubtful about their comfort levels when reporting incidents of bullying or harassment. This indicates that a significant number of individuals have reservations or uncertainties about the reporting process.

e) Not at all Confident:

- Percentage: 21%
- A significant proportion of respondents, 21%, expressed feeling not at all confident in reporting incidents of bullying or harassment. This suggests that a considerable number of individuals have low confidence in the reporting process.

9. Training on Recognizing and Preventing Workplace Bullying:



Total respondents: 202

For collecting data about training or education on recognizing and preventing bullying in the workplace-respondents were asked to rate their familiarity levels on a scale ranging from "Extremely Familiar" to "Not at all Familiar."

a) **Extremely Familiar:**

- Percentage: 8%
- 8% of respondents said they were very familiar with training or instruction on identifying and avoiding workplace bullying. This shows that just a small percentage of people are well-versed in the subject.

b) **Familiar:**

- Percentage: 23%
- Around 23% of respondents said they were familiar with training or instruction on identifying and preventing workplace bullying, which is a modest percentage. This suggests that a sizable proportion of people are at least somewhat familiar with the subject.

c) **Neutral:**

- Percentage: 22%
- About 22% of respondents gave a neutral response when asked how familiar they were with the topic. This shows that a sizable percentage of people have neither a high familiarity with nor a significant unfamiliarity with the subject.

d) **Somewhat Familiar:**

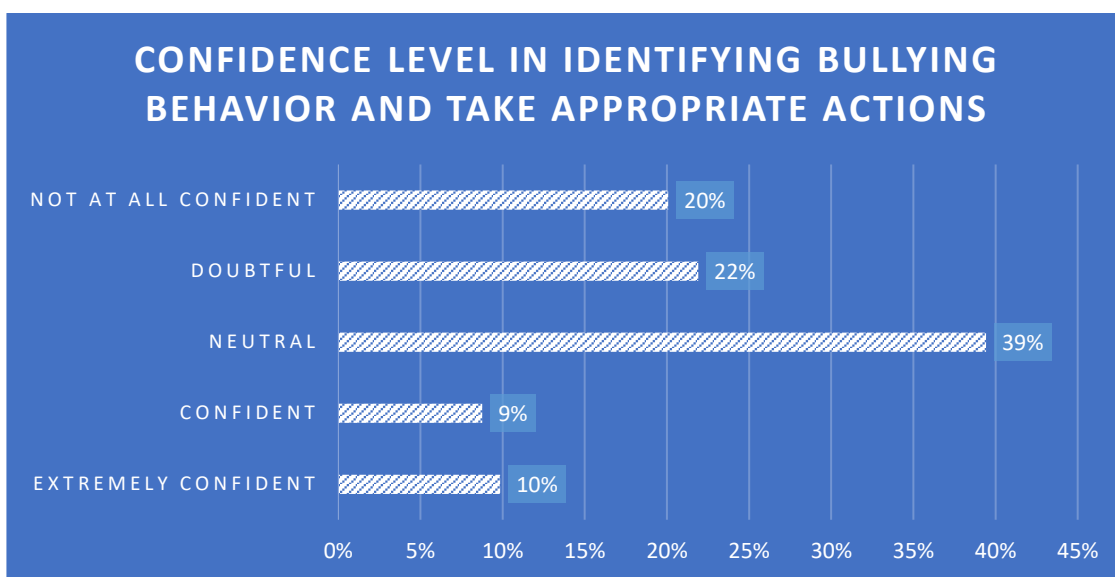
- Percentage: 12%

- 12% of those surveyed indicated that they were at least somewhat familiar with programs or lectures on identifying and combating workplace bullying. This suggests that a sizable proportion of people are at least somewhat familiar with the subject.

e) Not at all Familiar:

- Percentage: 35%
- About 35% of respondents said they were not at all familiar with training or instruction on identifying and preventing workplace bullying, which is a sizeable percentage. This suggests that a considerable number of individuals lack familiarity with the topic.

10. Confidence in Identifying Bullying Behavior and Taking Appropriate Action:



Total respondents: 202

The surveyed data demonstrates varying levels of confidence in identifying bullying behavior and taking appropriate action. Respondents were asked to rate their confidence levels on a scale ranging from "Extremely Confident" to "Not at all Confident."

a) Extremely Confident:

- Percentage: 10%
- 10% of respondents, a sizeable fraction, said they were very confident in their abilities to spot bullying behavior and take necessary action. This shows that just a small percentage of people have a high level of trust in this area.

b) Confident:

- Percentage: 9%
- 9% of respondents, a respectable amount, said they were confident in their capacity to spot bullying behavior and know how to react appropriately. This suggests that a certain percentage of people are confident in their aptitudes.

c) Neutral:

- Percentage: 39%
- Regarding their degree of confidence, a sizable portion of respondents—about 39%—took a neutral position. This shows that a sizeable portion of people are neither extremely confident in themselves nor lacking confidence in their capacity to recognize bullying behavior and take necessary action.

d) Doubtful:

- Percentage: 22%
- 22% of respondents, a sizeable number, expressed doubt in their capacity to recognize bullying behavior and take necessary action. This suggests that a sizable proportion of people are hesitant or doubtful about their talents.

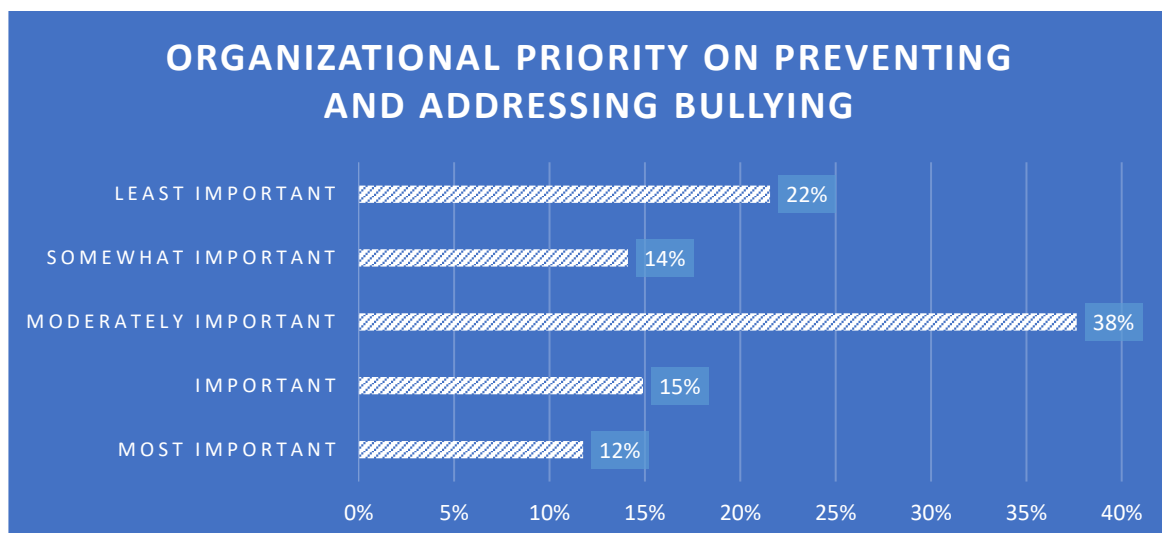
e) Not at all Confident:

- Percentage: 20%
- About 20% of respondents said they were very or somewhat unsure about their abilities to recognize bullying behavior and take necessary action. This shows that a sizable portion of people lack self-confidence in their skills.

11. Organizational Priority on Preventing and Addressing Bullying:

The data reveals varying perceptions of the priority that the organization places on preventing and addressing workplace bullying.

Total respondents: 202



a) Most Important:

- Percentage: 12%
- A small proportion of respondents, approximately 12%, indicated that they feel that preventing and addressing bullying in the workplace is the most important priority for their organization. This suggests that a minority of individuals consider this issue to be of utmost significance.

b) Important:

- Percentage: 15%
- A modest number of respondents, around 15%, expressed the view that preventing and addressing workplace bullying is an important priority for their organization. This indicates that a segment of individuals recognizes the value of addressing this issue.

c) Moderately Important:

- Percentage: 38%
- A substantial percentage of respondents, approximately 38%, assigned a rating of "Moderately Important." This suggests that a considerable number of individuals perceive that preventing and addressing workplace bullying holds a middle-level priority for their organization.

d) Somewhat Important:

- Percentage: 14%
- A notable portion of respondents, representing 14%, reported that they consider preventing and addressing workplace bullying to be somewhat important. This indicates that a significant number of individuals view this issue with a moderate degree of priority.

e) Least Important:

- Percentage: 22%
 - A significant proportion of respondents, approximately 22%, expressed the view that preventing and addressing workplace bullying is the least important priority for their organization. This suggests that a considerable number of individuals perceive this issue to be of relatively lower importance.
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Findings

The survey on workplace bullying aimed to provide comprehensive insights into the prevalence, nature, and impact of bullying in various sectors. The findings from the responses of 202 participants are as follows:

The survey revealed varying levels of workplace bullying across sectors. The lowest reported frequency of workplace bullying was in the consumer directories and energy utilities industries, both at 5%, while the education industry and the health care sector had intermediate prevalence rates of 12.9% and 8.9%,

respectively. With 34.7% and 33.7% of respondents reporting it, bullying was most common in the "Other" category and IT & Consulting, respectively.

60% of respondents indicated they had never been the subject of bullying at work, compared to 40% who said they had. While 41.6% of respondents said they had not witnessed bullying at work, more than 58.4% of respondents said they had witnessed bullying occur to someone else. This clearly indicates the presence of such activities at work.

A substantial majority (73.27%) believed that their organization's culture supported and encouraged respectful behavior, while 26.73% disagreed. Regarding the perceived unfair treatment or differential behavior, approximately 15.94% strongly felt they had been treated unfairly based on personal characteristics, while 27.89% strongly disagreed with this perception. This suggests that the victims may have been subjected to bullying for their looks, ethnicity, opinions, etc. There is a lot of hesitation among people while addressing these issue. Only 28% felt extremely or very confident in reporting bullying or harassment, while 46% expressed some degree of doubt or discomfort. This may be due to the fear of being judged or being talked about. It also depends on the company's approach to resolve such situations. The majority of participants in our survey (75%) said preventing workplace bullying was either moderately important or less significant, while 22% thought it was the least essential objective.

According to the analysis of our investigation, 60% of the respondents had been the victims of workplace bullying, which had an adverse effect on their productivity. Which result in less work performance and may also go to depression, lack to self confident . The level of job stress can be reduced if management could increase employee satisfaction with pay, rules, and working conditions while also enhancing interactions with staff during staff meetings. This study also sheds light on how workplace harassment affects output. The management should consider a few suggestions in order to minimise the pressures brought on by the ambiguity and escalation of the task. Bullying must be persistently and methodically looked into since it is the duty of all firms to protect their workers from the psychological abuse of a workplace bully. Bullying at work also has a negative impact on an organization's culture and productivity.

Ineffective leadership had a substantial association with bullying rates, according to our study. About 12% of companies responded that preventing and dealing with workplace bullying is the most important issue for their organization. 22% of respondents said that their organization's least important duty is to prevent and address workplace bullying. Destructive leadership undermines or sabotages the organization's goals, tasks, and resources, as well as its productivity, employee motivation, well-being, and/or work satisfaction. Fair

solutions to issues are required. A little over 28% of respondents believed that the company's anti-bullying policy was ineffective. This shows that the policy doesn't have much of an impact on stopping bullying.

Finally, the survey's findings show that bullying at work is a widespread issue in many industries, particularly the consulting and IT industries. While organisations have anti-bullying policies in place, their efficacy might be improved. Employees' satisfaction with reporting outcomes varies, and there is a need for more comprehensive training and education on recognizing and preventing workplace bullying. A significant portion of respondents also expressed doubts about their ability to identify and address bullying behavior, suggesting the need for awareness and skill-building programs. Additionally, perceptions of organizational culture and priorities regarding bullying prevention vary, indicating the importance of fostering a culture of respect and addressing this issue as a priority in the workplace.

Conclusion

Bullying is still an issue in many organisations despite recommendations that focus on developing organisational solutions such as policies, procedures, guidelines, systems, training, and "cultures of respect". Targets are frequently reluctant to report bullying and hardly ever believe that doing so will be advantageous; procedures are frequently not followed, and HR professionals are sometimes unprepared to assist staff members when bosses are accused of bullying. However, this calls for an efficient policy that defines bullying (in person or online), clarifies the parameters of acceptable and unacceptable behaviour, implements, communicates, and supports it, provides assistance to impacted employees, and takes into account issues of privacy and confidentiality as well as the effects of ongoing technological advancements. However, there is research showing that organisations frequently fail to address claims of workplace bullying. To tackle this expensive workplace issue, organisational practises obviously need to be improved.

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