

Building a Culture of Respect

Managing Bullying at Work

Edited by **Noreen Tehrani**



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Building A Culture Of Respect Managing And Bullying At Work

Johnny Saldana, Matt Omasta



Building A Culture Of Respect Managing And Bullying At Work:

Building a Culture of Respect Noreen Tehrani, 2001-07-19 Bullying is an increasing problem in the workplace It is estimated that five million workers are bullied each year in the UK and that one in four employees is aware of colleagues being bullied Bullying creates significant health problems for employees and despite this there is a conspicuous absence of published material on why these behaviors occur how their occurrence can be reduced and what can be done to help the victims Building a Culture of Respect focuses on the development of organizational cultures that promote the dignity of all employees which have the power to reduce the incidence and impact of bullying The creation of an organizational culture of respect requires an integration of organizational policies processes and interventions Written by a group of experienced academics and practitioners this collective volume allows theory to be integrated with evidence and practice in an approach that can be used to inform organizational management unions human resource managers lawyers general practitioners occupational health psychologists and counselors on the most effective ways of addressing bullying at work

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Handbook of Unethical Work Behavior: Robert A Giacalone, Mark D Promislo, 2014-12-18 This handbook covers the widest possible range of organizational misbehaviors age race and gender discrimination abuse bullying aggression violence fraud and corruption all with an eye toward the effects on individual and organizational health and well being It is the first ever single source resource on this important topic

Bullying in the Workplace John Lipinski, Laura M. Crothers, 2013-08-15 Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits Understanding this phenomenon is important to managers and employee morale

Destructive Organizational Communication Pamela Lutgen-Sandvik, Beverly Davenport Sypher, 2010-03-17 This volume provides an in depth consideration of destructive communication in organizations including workplace bullying racism stress and harassment It brings together communication scholars from theoretical and applied perspectives to assess current understandings explore ways to integrate theory and practice identify areas for change and outline a research agenda for the coming decade Each chapter examines a specific aspect of destructive organizational communication reviews existing theory and research about that communicative form or ideology suggests fruitful possibilities for application and suggests key areas for further study As such the book opens a dialogue among communication scholars that explores

destructive communication in organizations and addresses the following key components the central issues and concerns regarding destructive organizational communication current scholarly contributions to both applied and theoretical understanding of these issues approaches to integrate applied experienced and theoretical conceptual perspectives in ways that inform one another and improve organizational considerations for varied stakeholders and suggestions for a future research agenda for those interested in ameliorating the destructive side of organizational communication Overall the collection provides a basic understanding of the different types of destructive communication in organizations the processes through which these interactions occur the consequences to individuals and organizations and the potential for organizing in more constructive civil ways This volume will be an excellent resource for scholars and researcher studying organizational communication and graduate and advanced undergraduate students in organizational communication It will also resonate with managers dealing with hostile workplaces and organizational members trying to understand their current experiences The book will serve as an excellent textbook for advanced undergraduate and graduate courses in organizational communication

The SAGE Handbook of Conflict Communication John G. Oetzel, Stella Ting-Toomey, 2013-02-14 This second edition of the award winning The SAGE Handbook of Conflict Communication emphasizes constructive conflict management from a communication perspective identifying the message as the focus of conflict research and practice Editors John G Oetzel and Stella Ting Toomey along with expert researchers in the discipline have assembled in one resource the knowledge base of the field of conflict communication identified the best theories ideas and practices of conflict communication and provided the opportunity for scholars and practitioners to link theoretical frameworks and application tools Fully updated with the latest research throughout the second edition offers new chapters on qualitative and quantitative research methods for conflict intimate partner violence family dynamics mental health negotiation workplace bullying healthcare conflict identity and intercultural conflict the middle way approach conflict in the global workplace the culture based situational conflict model community ethics and engagement spirituality and conflict and trust in academic community partnerships

Bullying and Harassment in the Workplace Ståle Valvatne Einarsen, Helge Hoel, Dieter Zapf, Cary L. Cooper, 2020-04-09 Building on the success of two earlier best selling editions from 2003 and 2011 this benchmark text and highly cited reference work now appears in its third edition This book is a research based resource on key aspects of workplace bullying and its remediation which Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence risk groups antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the roles of bystanders and the coping possibilities of victims Discusses prevention intervention treatment and the management of specific cases Explains legal perspectives the role of HR and of internal policies Edited by leading experts in the field and presenting contributions from subject experts it provides state of the art reviews of the main themes in the field as well as practical remedies and solutions at individual organizational and societal

levels providing a much needed update and expansion of the original work as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade This book should be of interest to all scholars in the field of organizational behavior and social processes at work In particular the book is a much needed tool for bachelor master and PhD students new and experienced researchers in the field advanced practitioners and policy makers including labor inspectors union representatives HR personnel lawyers management consultants and counsellors in private practice family physicians and occupational health practitioners to name a few

Qualitative Research Johnny Saldana, Matt Omasta, 2016-12-19 Qualitative Research Analyzing Life presents a fresh approach to teaching and learning qualitative methods for social inquiry one that focuses on analysis from the very beginning of the text By exploring qualitative research through a unique analytic lens then cumulatively elaborating on methods in each successive chapter this innovative work cultivates a skill set and literacy base that prepares readers to work strategically with empirical materials in their own fieldwork Renowned authors Johnny Salda a and Matt Omasta combine clear accessible writing and analytic insight to show that analysis in its broadest sense is a process undertaken throughout the entire research experience

Bullying and Harassment in the Workplace Stale Einarsen, Helge Hoel, Dieter Zapf, Cary Cooper, 2010-09-22 Previously titled Bullying and Emotional Abuse in the Workplace International Perspectives in Research and Practice the first edition of this bestselling resource quickly became a benchmark and highly cited source of knowledge for this burgeoning field Renamed to more accurately reflect the maturing of the discipline Bullying and Harassment in

Gender and the Dysfunctional Workplace Suzy Fox, Terri R. Lituchy, 2012 Dysfunction in the workplace like a bully culture affects women and men differently This book represents a broad spectrum of disciplines including law management communications human resource management and industrial organizational psychology and offers integrative cross disciplinary inquiries into the many roles gender plays in organizational dysfunction The authors provoke new questions and new streams of research with the ultimate goal of contributing to healthier workplaces for men and women alike This book looks at counterproductive work behavior including aggression bullying incivility sexual harassment sexual orientation harassment and absenteeism and the effects of job stress on mental health and well being from the perspective of gender the gender of actors targets and observers of abusive interpersonal behaviors gender race interactions gender related characteristics of workplace conflict communication and stress socio economic factors such as occupational expectations and roles outside the workplace and ambiguities in the law Gender and the Dysfunctional Workplace brings together a broad multi disciplinary collection of authors who weigh in on topics from whether workplace bullying is status or gender blind to the ramifications of absenteeism on women and their careers These scholars contribute very different approaches and conceptualizations of counterproductive work behavior the result of which is a dynamic and pioneering appraisal of the field and innovative musings on its future Instructors students and researchers in the areas of counterproductive work behavior women s studies occupational health and stress and conflict

resolution will find this an enlightening and thought provoking treatise on a topic that with the help of research like that found here will hopefully soon see less prevalence in the workplace and beyond

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