

Dealing with Workplace Bullying

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### **Abstract**

Harassing in work environments happens when individuals are offended, scared, forced emphatically by remarks, or face various other faulty activities by others. The event of harassing is broad, as per some studies. For example, of more than 50 million labourers overviewed, around 37% of them said they had been tormented at work. A significant number of the occurrences were by administrators, directors, or managers who were their supervisors. Cases of harassing by supervisors included scrutinizing workers actually with affront or shouting, and making extreme requests.

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## Dealing with Workplace Bullying

Business related duties can challenge for some workers, chiefs, and officials for various reasons. It isn't unprecedented for these individuals to confront challenges in adjusting individual and work-life requests, and additionally broad employment requests. Be that as it may, the weight can be expanded when "tormenting" by supervisors or representatives is available.

**1. Based on your work experiences, identify examples of bullying that you have observed by managers, supervisors, and/or coworkers. Discuss what was and was not done, both appropriately and inappropriately, by your employers.**

- When, I was working in Australia with a reputed retail chain in 2016. I have faced a very irritating situation when local employees always taunt and making mockery about me. I have complained this to my section-Head. He has done great job. He called the entire accused person in front of me and make a good counselling and realized them for their bullying work. They were given written promise to me that their intentions were not mollified and forgive me for the same cause.
- The code of ethics of my organization was too good. They have responded me on an urgent basis and resolved all the issues within 2 days. The management has assured me that they are really sorry for the whole scam.

**2. If you were an HR professional doing training, what content and policies regarding bullying might you present to employees and managers?**

- The training program will be designed in such a way that it must advocates a workplace environment free from every type of bullying. I will recommend the course and contents which will specify the disadvantages caused due to workplace bullying for every stakeholders like society, organization, employees etc.
- A special audio and video session will be shown to the trainees . This will highlight that how workplace bullying will cause damage to the organizational productivity as well as stress, tension, frustration and serious consequences to the employees .
- An ethical solution will be asked from trainees and it will be a practical part of the training session. All these efforts will be generally made to improve the workplace conditions.

### **Conclusion**

To total up, It is imperative that businesses embrace and fortify hostile to tormenting implicit rules and approaches. Furthermore, preparing all supervisors and specialists about unseemly tormenting activities can lessen rates of harassing. HR experts ought to be proactive and consider important people's grumblings of tormenting related activities. Harassing has dependably happened in working environments, yet now it has developed into another essential HR boss/worker rights and duties issue.

### **References**

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