

Annotated Bibliography

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Skogstad, Anders, Torsheim, Einarsen, Hauge, & Johan, L. (n.d.). Testing the Work Environment Hypothesis of Bullying on a Group Level of Analysis: Psychosocial Factors as Precursors of Observed Workplace Bullying. Retrieved from https://www.academia.edu/20424720/Testing_the_Work_Environment_Hypothesis_of_Bullying_on_a_Group_Level_of_Analysis_Psychosocial_Factors_as_Precursors_of_Observed_Workplace_Bullying

This article studies the work environment hypothesis of bullying by assessing connections between psychosocial influences at work and bullying within areas on a group level of evaluation, related to other experiments performed on a personal level of assessment. The study done assessed different factors within the workplace such as leadership behavior and the social environment including a variety of departments and many participants. The results from the study showed that a bad social work environment does occur within various departments at work which increase the probabilities of workplace bullying. I find this article to be very informative and a reliable source of information. The article provided an introduction and small background on workplace bullying which allows readers to better understand the topic. Next, each part of the study such as instruments and methods were explained completely. The article also explains all evidence found that could play a part in the results of the study. A table was also provided to help show the results in a visual way. Finally, the article also discusses all methodological issues and practical implications they faced during the study.

Notelaers, G., Milda, & Perminiene. (n.d.). An Individual Psychology Approach toward Underlying Factors of Workplace Bullying. Retrieved from https://www.academia.edu/8610165/An_Individual_Psychology_Approach_toward_Underlying_Factors_of_Workplace_Bullying

This article describes the complexity of workplace bullying and the different theories as to what factors may cause workplace bullying. The study is also based from the individual psychology principles such as, a sense of belonging, weakness and self-importance subtleties, social significance, lifestyle and social perspective of an establishment. Although this article did not perform a study done by the authors, they used other reliable sources and studies that examined each part of the dynamics of individual psychology and how it relates to workplace bullying. The article starts by describing how individual psychology theory relates to workplace bullying as well as providing a diagram how one aspect leads to another. Following, they explain each principle of the theory while including previous studies done to confirm this. Authors also describe how certain leadership styles also affect the chances of workplace bullying, specifically, transformational leaders. Next, authors address different methods of cooperative problem solving to help reduce the possibility of workplace bullying. I found this article to be very useful even though the authors based their information from past studies. All the information was reliable and viewed in a nonbiased manner.

Milda, Kern, M., R., & Asta. (n.d.). Workplace harassment: Deterring role of transformational leadership and core job characteristics. Retrieved from https://www.academia.edu/8611899/Workplace_harassment_Deterring_role_of_transformational_leadership_and_core_job_characteristics

This article is like the article previously summarized except this article performed a study of its own. This article specifically addresses a transformational leadership style, its main characteristics and its effect on the possibility of workplace bullying. The article starts by explaining the different main characteristics of a transformational leader and how it influences the workplace in general. With this explanation they have included information from previous studies done to support their argument. This article provided reliable information by describing all procedures, measures, and plan of analysis in the study. Additionally, they performed a mediation analysis, described what that consisted of and how it would add additional support to their theory. By providing a visual graph of the mediation analysis, it not only helps me understand the information and results better, but it also gives me reassurance on the accuracy of the information.

Montes, J. A. A., & Arjona, J. M. (n.d.). Incidence of workplace bullying among hospitality employees. Retrieved from https://www.academia.edu/32682299/Incidence_of_workplace_bullying_among_hospitality_employees

The article performs a study in order to focus on main key points of workplace bullying among hospitality employees. The goal of this study is not only to show the consequences on the individual who is being bullied but also the effects it has on the organization. Before the study is described, the article provides reliable sources of related

readings and past studies performed that are linked with the same purpose. The study used many participants which by doing so, the study will increase its validity. The results obtained and shown in a binary logistic regression model, that conclude with making certain changes in the working conditions along with creating a supportive work environment, workplace bullying will reduce its chances. The author also mentioned how personalities among employers and employees and its affect on workplace bullying were undefined. The author then states how this study was the first study that attempts to find a link between working condition and workplace bullying. In my opinion, although this study is the first as far as the factors studied that may or may not contribute to workplace bullying, I still felt this article to deliver reliable information.

Lau, B. (n.d.). Do they stay or do they go? A longitudinal study of intentions to leave and exclusion from working life among targets of workplace bullying. Retrieved from https://www.academia.edu/7869473/Do_they_stay_or_do_they_go_A_longitudinal_study_of_intentions_to_leave_and_exclusion_from_working_life_among_targets_of_workplace_bullying

This article I found to be very interesting as it aimed to investigate connections between experiences to bullying at work and aim to leave the company, leaving the workplace and excluding themselves from everyday work life. The study was conducted in the form of surveys, one of which measured self-labelled victims of bullying and people that have been exposed to bullying behavior. Results show that victims of workplace bullying are more likely to consider leaving their job and/or have changed jobs as opposed to employees who have not been bullied. I found this article to be considered

a reliable source for a couple of reasons. First, it is stated how the study was a shared project within two different universities and this study was granted permission to be conducted by governmentally ran associations. The authors also gave credit to other scholars from universities that helped with data collection and statistical procedures.

Lars Johan Hauge, Anders Skogstad & Ståle Einarsen (2007) Relationships between stressful work environments and bullying: Results of a large representative study, *Work & Stress*, 21:3, 220-242, DOI: 10.1080/02678370701705810

This article is another study conducted that addresses the relationship between a stressful workplace along with leadership style behavior that can increase or contribute to workplace bullying. The study was conducted in a non-bias way by collecting data anonymously. Researchers randomly mailed questionnaires asking and measuring different factors within the workplace such as work satisfaction, bullying, stressors in the work environment and leadership behavior. Another way this study remained unbiased is by using behavioral terms in the questionnaires and not using or referencing the phrase bullying. By using creditable sources, results from the study concluded that a stressful work environment and unorganized and destructive forms of leadership such as being passive and not addressing the situation is closely related to workplace bullying. This study was also able to collect data and measure the theory employees who are exposed to workplace stressors increase their chances of becoming targets of bullying.

Chan, C., Wong, J. E., Yeap, L., Wee, L. H., Jamil, N. A., & Swarna Nantha, Y. (2019).

Workplace bullying and psychological distress of employees across socioeconomic strata: a cross-sectional study. *BMC public health*, 19(Suppl 4), 608.

<https://doi.org/10.1186/s12889-019-6859-1>

Like some of my other articles the study was based from employees in Malaysia and investigated how workplace bullying is associated to stress-related health issues, and socioeconomic effects, such as absence due to sick days and being without a job.

Researchers aimed to investigate the frequency of workplace bullying and its relationship with socioeconomic issues and mental suffering in observational study amongst Malaysian employees. Before conducting the study, researchers reached out to corporate companies and included one person from the HR department from each company. The study was conducted using a survey questionnaire that goes over different wide-ranging aspects of employment. Questions varied from workplace environment, incidents of workplace bullying, job description, and social status. Researchers also included question that related to general demographics and socioeconomic status such as age, gender, educational level, and marital status. Results show that workplace bullying is more likely to occur in low socioeconomic status groups. I found this article to be very interesting because it not only includes issues within the workplace that can cause workplace bullying but certain factors outside that can tie into it as well.

Chatziioannidis, I., Bascialla, F. G., Chatzivalsama, P., Vouzas, F., & Mitsiakos, G. (2018).

Prevalence causes and mental health impact of workplace bullying in the Neonatal

Intensive Care Unit environment. *BMJ open*, 8(2), e018766.

<https://doi.org/10.1136/bmjopen-2017-018766>

The study in this article dealt with the healthcare workplace, more specifically neonatal intensive care units. The objective of this study was to analyze the possible of mental health impact of bullying behaviors and to evaluate whether psychological aid at work could affect people of bullying in the workplace. Like other articles mentioned as well as the results shown, gender, job experience, and job status have a huge impact on a target of bullying. This study not only involved nurses but included doctors with a total of 398 participants. I feel that this article provided reliable information because it included 20 neonatal intensive care units in 17 hospitals located in Greece. Another aspect included in this study was common reasons for an employee to not report bullying. Studies show that the most common reason was self-dealing with bullying and anxiety of the outcomes that may follow if reported.

Leach LS, Poyser C, Butterworth P

Workplace bullying and the association with suicidal ideation/thoughts and behaviour: a systematic review

Occupational and Environmental Medicine 2017;**74**:72-79.

This article is one that I found extremely interesting on a personal level. Along with previous studies mentioned, examined how workplace bullying increases mental health issues. Mental health issues include depression anxiety and suicidal ideation. All studies mention different notions that leaders and management can implement in order decrease, avoid, and stop workplace bullying. Suicidal ideation is a part of mental health issues researchers have not mentioned or included in their researcher's studies as something that

can occur. This article did not conduct a study of its own but summarized previous studies from accreditable sources and databases and searched all scientific articles that included any terms related to workplace bullying and suicide. Specific measures were taken by researchers in order to assure the articles of choice included a reported measure of workplace bullying and suicidal behavior or ideation. Before researchers started to scan each article, they started off with 228 articles. After researchers thoroughly went through the articles to validate the information was qualified, they were left with 12. Results indicated that there is some proof that workplace bullying is correlated with larger suicidal ideation; yet, the considerable bulk of studies available are of low superiority, rising the chance of uncertain or biased outcomes. Although researchers stated that most of the studies do not provide enough evaluation on workplace bullying and more studies need to be done, I find this article to be helpful because it means to me that workplace bullying and suicidal ideation is a topic that is not overlooked and will continue to be studied.

Kivimäki M, Virtanen M, Vartia M, *et al*

Workplace bullying and the risk of cardiovascular disease and depression

Occupational and Environmental Medicine 2003;**60**:779-783.

Like the previous article, the information provided is based from previous studies that have been conducted on workplace bullying. This article differs as it focuses and discuss health issues such as CVD, metabolic illnesses, and psychotic and neurodegenerative conditions. Authors wanted to further investigate relationships among work-related psychosocial influences have indicated that work-related psychosocial aspects could

influence the flexibility and stability of a person's mental health and their immune system. The study was conducted using a survey type method that included 10,969 employees working in Hospitals. Participants ranged from 18-63 years old, male and female and included all workers; doctors, nurses, administrative staff and even maintenance. The survey started by defining workplace bullying, followed by if they have experienced such a situation. In order to measure health and mental issues, they listed common diseases and were asked if they have been medical diagnosed. Studies show that there is a relationship between workplace bullying and psychological stress but also being obese which presents a higher risk for cardiovascular disease. The information in this article I found to be reliable as researchers obtained approval from the Ethics Committee of the Finnish Institute of Occupational Health. This article is helpful because it informs me on the vast amount of effects workplace bullying can have.

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Chan, C., Wong, J. E., Yeap, L., Wee, L. H., Jamil, N. A., & Swarna Nantha, Y. (2019).

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