

Online Library Bullying At Work
How To Confront And
Overcome It

Bullying At Work How To Confront And Overcome It

***Bullying At WorkHow to
Confront and Overcome***

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ItVirago

Workplace bullying is an area that has attracted significant press attention throughout the last decade. A variety of well publicized surveys have revealed that this is an issue endemic in working life in

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Britain; and, at a conservative estimate, over half the working population can expect to experience bullying at work (either directly by being bullied, or through witnessing it) at some stage in their careers. This is now

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seen to be a disturbing event, with something like a fifth of witnesses and a quarter of direct targets leaving their organizations. This serious damage to individuals has been accorded little direct research in Britain, although

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it has resulted in court cases brought under health and safety and equal opportunities legislation. The recognition of the problem and the emergence of court cases, have both served to focus employers on the need

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to deal with the issue. The recent strike vote at Ford in Dagenham, asking the employer to enforce existing anti-harassment policies, highlights the fact that having paper policies is not enough. Workplace Bullying is

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derived from the largest survey ever carried out on workplace bullying, supported by the CBI, TUC, Federation of Small Businesses, IPD, and the HSE among others. This study covered 5,500 people, but the book goes beyond it

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to explore all the issues associated with what is becoming a major issue in organizations.

"In this timely, provocative book, Jeffrey Pfeffer contends that many modern management commonalities

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such as long hours, work-family conflict, and economic insecurity are toxic to employees--hurting engagement, increasing turnover, and destroying people's physical and emotional health--while also

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being inimical to company performance. He argues that human sustainability should be as important as environmental stewardship. You don't have to do a physically dangerous job to confront a health-destroying,

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possibly life-threatening workplace....In "Dying for a Paycheck", Jeffrey Pfeffer marshals a vast trove of evidence and numerous examples from all over the world to expose the infuriating truth about

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modern work life: even as organizations allow management practices that actually sicken and kill their employees, those policies do not enhance productivity or the bottom line, thereby creating a lose-lose situation.

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Exploring a range of important topics, including layoffs, health insurance, work-family conflict, work hours, job autonomy, and why people remain in toxic environments, Pfeffer offers guidance and practical

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solutions that all of us--employees, employers, and the government--can use to enhance workplace well-being. We must wake up to the dangers and enormous costs to today's workplace, Pfeffer argues. "Dying for a

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Paycheck" is a clarion call for a social movement focused on human sustainability. Pfeffer makes clear that the environment we work in is just as important as the one we live in, and with this urgent book he opens our

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***eyes and shows how we can
make our workplaces
healthier and better."--jacket
flaps***

***According to the Occupational
Safety and Health
Administration (OSHA), more
than two million workers in***

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the United States alone are victims of workplace violence each year, leading to millions of dollars lost in employee productivity. Many people believe that bullying occurs only among school-age children and fail to

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acknowledge the presence and devastating effects of bullying in the workplace. It is time that this destructive issue be addressed and resolved; however, you may be asking yourself how to accomplish such a task. The

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***Complete Guide to
Understanding, Controlling,
and Stopping Bullies &
Bullying at Work will provide
you with valuable information
on the topic, as well as
unique solutions to the
problem. In this new book,***

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you will learn how to identify the problem of workplace bullying, how to define the workplace bully, how to identify characteristics of a targeted employee, how to identify pathological characteristic of workplace

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***bullies, how to bust bullying,
and how to bully-proof your
employees. This book also
discusses the indicators of a
toxic workplace, the causes of
workplace bullying, reasons
why workplace bullying is
perpetuated and***

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unchallenged by other employees, the connection between bullying and lethal workplace violence, and the legal aspects of bullying. Furthermore, you will learn about mob bullying, the effects of bullying on the

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target, and the effects of bullying on the organization. The author also covers such special topics as workplace bullying in federal, state, and local organizations; the United States armed forces; Fortune 500 companies; and

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medical organizations, as well as reverse bullying by employees who inappropriately assert harassment and bullying by their superiors even though they have been fairly disciplined for sub-standard

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job performance. This book goes one step further and provides solutions to end workplace violence, anti-bullying pledges, and examples of zero-tolerance bullying policies. If you are a manager, a supervisor, or

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even just an employee and you suspect bullying is occurring, you need to read this book. Whether bullying is already happening or you want to be sure it never does, The Complete Guide to Understanding, Controlling,

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and Stopping Bullies & Bullying at Work will provide you with everything you need to know to create a better working environment. Atlantic Publishing is a small, independent publishing company based in Ocala,

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Florida. Founded over twenty years ago in the company president s garage, Atlantic Publishing has grown to become a renowned resource for non-fiction books. Today, over 450 titles are in print covering subjects such as

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***small business, healthy living,
management, finance,
careers, and real estate.
Atlantic Publishing prides
itself on producing award
winning, high-quality manuals
that give readers up-to-date,
pertinent information, real-***

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world examples, and case studies with expert advice. Every book has resources, contact information, and web sites of the products or companies discussed. Stepping Out of the Circle of Blame to Create an Effective

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Outcome for All

***Understanding, Defining and
Eliminating Workplace***

Bullying

Bullying in Different Contexts

***Bullying and Harassment in
the Workplace***

Toxic Coworkers and What to

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Do About Them

**Bullying and Behavioural
Conflict at Work**

Assuring dignity at work

*Previously titled Bullying
and Emotional Abuse in the
Workplace: International*

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*Perspectives in Research
and Practice, the first
edition of this
bestselling resource
quickly became a benchmark
and highly cited source of
knowledge for this*

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burgeoning field. Renamed to more accurately reflect the maturing of the discipline, Bullying and Harassment in the Workplace: Developments in Theory, Research, and

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Practice, Second Edition
provides a much-needed
update of the original
work. Edited by leading
experts and presenting
contributions from
pioneers in their

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*respective subject areas,
the book is an up-to-date
research-based resource on
key aspects of workplace
bullying and its
remediation. New chapters
include: Rehabilitation*

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*and Treatment of Victims
of Bullying Interventions
for the Prevention and
Management of Workplace
Bullying Bullying and
Discrimination An
Industrial Relation*

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*Perspective on Workplace
Bullying Investigating
Complaints of workplace
bullying Whistleblowing
and Workplace bullying How
to Measure Exposure to
Workplace Bullying in*

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Surveys Extensively

Revised Chapters include:

*Perspectives on hostile
behaviors and Workplace
bullying Empirical*

*Findings on Bullying at
Work Organizational*

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*Antecedents of Bullying
Organizational effects of
workplace bullying
Counseling targets of
bullying Bullying and the
Law The book presents a
comprehensive review of*

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the literature, the empirical findings, the theoretical developments, and the experience and advice of leading international academics and practitioners. It

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examines the concept of bullying and harassment at work and its measurement, documenting the existence and consequences of the problem. The book explores a variety of explanatory

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models and presents available empirical evidence that sheds light on where, when, and why bullying develops. It contains a wide range of contributions on the

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possible remedies for prevention and minimization of the problem for management when it occurs, and for healing the wounds and scars it may have left on

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those exposed.

Workplace bullying is a severe and pervasive problem around the globe and in particular in the United States where no meaningful steps have been

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*taken to address this
problem. This book will
help readers to understand
and to define workplace
bullying to be able to
prevent, detect, remedy
and eliminate workplace*

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bullying. Readers will gain an understanding of the forms, causes and effects of workplace bullying. Readers will also be able to understand the current gaps in U.S.

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law and become familiar with more effective international laws to address workplace bullying. Finally, the reader will be presented with the potential paths

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*to put an end to workplace
bullying in their own
workplace and in
workplaces across the
globe.*

*Bullying is an increasing
problem in the workplace.*

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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

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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

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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

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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

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*organizational policies,
processes and
interventions. Written by
a group of experienced
academics and
practitioners, this
collective volume allows*

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*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*

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*practitioners,
occupational health
psychologists and
counselors on the most
effective ways of
addressing bullying at
work.*

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Designed as an easy-to-read, practical handbook, the Workplace Bullying Handbook is a single resource that enables anyone to effectively take action when we are

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*confronted with a
potential bullying problem
at work.*

*Depersonalized Bullying at
Work*

*The Complete Guide to
Understanding,*

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*Controlling, and Stopping
Bullies & Bullying at Work
Take Charge and Turn the
Tables on People Trying to
Push You Around
Theory, Research and
Practice*

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*How to Stand Up for
Yourself and Take Control
Stop Bullying at Work
Workplace Bullying in
India*

**Workplace bullying is highly
undesirable, destructive and**

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***costly in terms of personal
and corporate experience.
The Handbook of Dealing
with Workplace Bullying,
edited by Dr Anne-Marie
Quigg, has been designed to
offer ideas, inspiration, help***

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and guidance to people who have to respond to bullying, providing advice that is pertinent in real life. It provides definitions of workplace bullying, and presents the collective

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***wisdom and knowledge of
management experts and
academics from around the
world. The key themes
include understanding the
law in each country
represented and the***

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responsibilities of individuals as well as management teams and governors in organizations. New case studies are supplied by people working with and within HR teams

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who have experience of dealing with the issue, and practical suggestions that are of use to managers, to people accused of bullying and also to people who find they are targets of bullying.

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Bullying in the workplace by coworkers or bosses occurs so often that it's almost become a new normality. What lacks out there is a practical guide for the bullied on addressing these

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***uncomfortable situations.
You may feel it's a small
enough issue to take to
Human Resources but big
enough that you can't jump
out of bed with enthusiasm
to get to work. This book***

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also guides you through those in-between Bullying situations. After working for several years in fast paced teams in the corporate world where Bullying was witnessed, experienced and

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***addressed, this book was
put together as a handy
guide for you to deal
effectively with Bullying.
Identifying pervasive and
destructive cycles of
workplace bullying as well***

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***as their negative impact on
careers and families, a
revised edition based on an
updated survey explores
issues of relevance to
twenty-first-century
employees while instructing***

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readers on such strategies as identifying allies, building up confidence, and picking one's fights. Original.

Workplace mistreatment is a burgeoning topic of interest, with the majority of workers

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having experienced it in some form. This book explores workplace ostracism and its negative effects on employee and organizational outcomes, such as employee attitudes,

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***behaviors, and well-being.
This edited volume defines
workplace ostracism and
examines how to
differentiate ostracism from
other type of workplace
mistreatment, such as***

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workplace incivility and interpersonal conflict.

Among the questions it seeks to answer are: 1) what are the individual, relational, and contextual factors that influence

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**employees' workplace ostracism experiences; and
2) what constitutes ostracism in stigmatized populations, such as international students, immigrant workers, and**

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older workers. Researchers in organizational behavior, I/O psychology, and the sociology of work will find this book to be a valuable resource.

Dying for a Paycheck

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***Managing Workplace
Bullying
From Evidence to
Conceptualization
Overcoming Mobbing
The Workplace Bullying
Handbook***

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***How to Identify, Respond to
and Manage Bullying
Behaviour in the Workplace
What You Can Do to Stop
the Hurt and Reclaim Your
Dignity on the Job***

A practical and hilarious

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guide to getting difficult
people off your back, for
anyone pulling their hair
out over an irritating
colleague who's not
technically breaking any
rules From open floor

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plans and Zoom calls to Slack channels, the workplace has changed a lot over the years. But there's one thing that never changes: you'll always encounter jerks.

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Jerks at Work is the definitive guide to dealing with—and ultimately breaking free from—the overbearing bosses, irritating coworkers, and all-around

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difficult people who make work and life miserable. Social psychologist Tessa West has spent years leveraging science to help people solve interpersonal conflicts in the

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workplace. What she discovered is that most of our go-to tactics don't work because they fail to address the specific motivations that drive bad behavior. In this book,

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she takes you on a rollicking deep dive of the seven jerks you're most likely to encounter at the office, drawing on decades of original research to expose their

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inner workings and weak points—and ultimately deliver an effective game plan for stopping each type before they take you down with them. Jerks at Work is packed with

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everyday examples and
clever strategies, such as
how to: • Stop a Bulldozer
from gaining influence by
making sure they're not
the first to speak up in
meetings • Report a Kiss

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Up/Kick Downer to a manager who idolizes them without looking like the bad guy • Protect your high-achieving team from Free Riders without stifling collaboration •

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Use a Gaslighter's tactics to beat them at their own game For anyone who's said "I can't stand that jerk!" more times than they'd like to admit, Jerks at Work is the ultimate

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playbook you wish you
didn't need but will
always turn to.

Is bullying really that
bad? Why do some people
just watch it happening?
How do you know if it is

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bullying or strong
management? What kind of
leaders are able to create
positive working
environments? The effects
of bullying on
organisations and

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individuals can be devastating and can adversely affect both the workers themselves and the productivity of the organisation that they work for. This book

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explores the impact of bullying from the perspective of both the employee and the organisation in which they work. In addition to describing the negative

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outcome of bullying,
Workplace Bullying also
looks at ways to promote
resilience and the
opportunity for growth and
learning to take place.
Divided into four

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sections, this book
covers: the impact and
symptoms of workplace
bullying individual
interventions
organisational
interventions underlying

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causes and future considerations. Workplace Bullying is essential reading for anyone with responsibility to help and support workers involved in bullying as a victim,

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supporter, or
investigator. It offers
organisations a chance to
create an environment that
will not only build a more
resilient workforce,
providing appropriate and

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effective interventions,
but also provides
solutions that will lead
to the possibility of
individual and
organisational growth and
development.

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Ready to take your career to the next level? Find out everything you need to know about beating bullying at work with this practical guide. Bullying at work can take many

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forms, from unreasonable pressure to snide comments to overt abuse.

Unfortunately, this unpleasant behaviour is relatively widespread in the modern professional

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world and can leave victims feeling worthless and powerless. If you are in this situation, it is important to know that bullying is never your fault and that you do not

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have to suffer in silence;
there are many steps you
can take to protect
yourself and ensure that
you are treated with the
respect you deserve. In 50
minutes you will be able

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to: - Identify the signs of bullying and know if you are being bullied at work - Take action against bullies and ensure that their actions do not go unchallenged - Find out

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what your rights are in
cases of workplace
bullying ABOUT

50MINUTES.COM COACHING The
Coaching series from the
50Minutes collection is
aimed at all those who, at

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any stage in their careers, are looking to acquire personal or professional skills, adapt to new situations or simply re-evaluate their work-life balance. The

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concise and effective
style of our guides
enables you to gain an in-
depth understanding of a
broad range of concepts,
combining theory,
constructive examples and

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practical exercises to
enhance your learning.
Over the last decade or so
research into bullying,
emotional abuse and
harassment at work, as
distinct from harassment

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based on sex or race and primarily of a non-physical nature, has emerged as a new field of study. Two main academic streams have emerged: a European tradition

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applying the concept of
'mobbing' or 'bullying'
and the American traditi
Asian Perspectives on
Workplace Bullying and
Harassment
Dignity at Work

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A Recovery Guide for
Workplace Aggression and
Bullying
Symptoms and Solutions
How to Resolve Bullying in
the Workplace
Bullying and Emotional

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Abuse in the Workplace

**How to Survive and Thrive
with a Bully Boss**

**Workplace bullying, a pattern
of persistent and targeted
emotional abuse within the
context of an evolving unequal**

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interpersonal relationship, has so far not received academic attention in India. This book explores the phenomenon of workplace bullying through a series of quantitative and qualitative inquiries conducted

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**in India's Information
Technology-Enabled
Services-Business Process
Outsourcing (ITES-BPO)
sector. Through quantitative
evidence from two multi-city
surveys, the book highlights**

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the incidence of interpersonal bullying at work and the organizational measures available to deal with it. Over one-third of the survey respondents experienced bullying, which was usually

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from superiors though cross-level co-bullying was also reported. Approximately 70 per cent of the survey respondents described organizational measures including anti-bullying policies, employee

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awareness and training programmes, encouragement of witnesses/bystanders to intervene in bullying situations, and organizational actions. Through qualitative data, the book provides

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insights into both interpersonal and depersonalized bullying. The lived experiences of targets and witnesses/bystanders of interpersonal bullying underscore the critical

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**influence of human resources
management (HRM) on target
coping, the long-term identity
work targets engage in as they
respond to identity disruptions
and the effect of workplace
friendship on**

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**witnesses'/bystanders'
behaviour. The presence of
institutionalized bullying
facilitates the development of
the emergent construct of
depersonalized bullying.
Across both quantitative and**

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qualitative inquiries, the inclusion of socio-cultural, micro-organizational, macro-organizational, and business, dimensions deepens our understanding. The book goes beyond a country-specific

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contribution to address gaps in the international literature on workplace bullying and will be of interest to academics and practitioners in the fields of management, organizational behaviour (OB), human

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resources (HR), industrial relations, psychology, sociology, anthropology, and law as well as to the general reader.

Bullying at work is a serious problem for many people

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today. Anyone who has ever been bullied will know how demoralising and difficult it can be, and at times it can seem as if there is no escape. Covering everything from understanding why bullies

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behave as they do, to standing up for yourself and knowing your rights at work, Survive Bullying can help you make the best of a challenging situation. Whether you are being bullied yourself or want

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to help a victim of bullying, this book is full of essential information that can help everyone move on with their lives. This book features a quiz, step-by-step guidance and action points, lists of

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common mistakes and how to avoid them, top tips, and lists of handy weblinks and further reading. 'A jazzy, upfront and contemporary looking series. Each one is focused and full of the things that it should have.

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Put these on the shelf and they will shout "buy me".' The Bookseller

This book showcases empirical studies on workplace bullying from a range of Asian countries, including China,

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**India, Indonesia, Israel, Japan,
Jordan, Malaysia, Pakistan,
Singapore, South Korea, Sri
Lanka, Thailand, UAE and
Vietnam, and is the first-of-its-
kind single academic project
documenting workplace**

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emotional abuse in the world's largest continent. It encompasses the 'varieties of workplace bullying' conceptualization in addition to category-based harassment and abusive supervision, and

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**presents target, bystander and
interventionist perspectives,
along with contextualized
insights into the phenomenon.
The book speaks to the
significance of sociocultural
factors and draws on several**

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**theoretical and substantive
bases including dignity, social
cynicism, coping, gender,
sexual orientation, job
insecurity, turnover intention,
affective events theory,
attribution theory, regulation**

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and policy initiatives. Covering all major regions in Asia where workplace bullying has been found to occur, namely West Asia, South Asia, Southeast Asia and East Asia, the book portrays studies which engage

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both positivist and postpositivist paradigms, utilize an array of methods and include a range of industrial sectors and employment contracts and all levels of the organization. While focused on

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Asia, the book's insights have international relevance and are of interest to the worldwide community of researchers, practitioners and students of organizational studies, human resource management,

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**industrial sociology, work
psychology, industrial
relations, labour law,
corporate law, health sciences,
social work and Asian studies.
From the creator of the
popular website Ask a Manager**

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**and New York's work-advice
columnist comes a witty,
practical guide to 200 difficult
professional
conversations—featuring all-
new advice! There's a reason
Alison Green has been called**

Online Library Bullying At Work
How To Confront And
Overcome It

“the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say.

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Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on

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**you—then take credit for it •
you accidentally trash-talk
someone in an email then hit
“reply all” • you’re being
micromanaged—or not being
managed at all • you catch a
colleague in a lie • your boss**

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seems unhappy with your work

- your cubemate's loud speakerphone is making you homicidal**
 - you got drunk at the holiday party**
- Praise for Ask a Manager "A must-read for anyone who works . . .**

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[Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get

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you far, no matter where you work.”—Booklist (starred review) “The author’s friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of

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readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a

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Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert

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Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but

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**firm way.”—Erin Lowry, author
of Broke Millennial: Stop
Scraping By and Get Your
Financial Life Together
Its Nature, Antecedents, and
Consequences
Bullying in the Workplace**

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**Eliminate Bullying and Create
and a Positive Working
Environment
The Handbook of Dealing with
Workplace Bullying
Jerks at Work
Ask a Manager**

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Back Off! Your Kick-Ass Guide to Ending Bullying @ Work

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

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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

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result in lost productivity ,
employee turnover and costly
lawsuits. Understanding this
phenomenon is important to
managers and employee morale.
Although it is not yet illegal,
workplace bullying can poison
your organization by undermining

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employee motivation and by eroding any sense of loyalty or teamwork, and it can ultimately destroy trust at all levels. Bullying affects not just the targets of the abusive conduct, but also their co-workers who cannot understand why senior leaders would tolerate

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such bad behavior or, worse yet, personally engage in its use. In a nutshell, bullying is bad management at its absolute worst—and it represents a real risk to your organization if left unchecked. Stop Bullying at Work helps HR professionals, legal

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professionals, and business
leaders understand * what
workplace bullying is * the harm
done to organizations that ignore
or minimize bullying behavior *
the differences between a
workplace bully and a tough boss
* the differences between

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workplace bullying and hazing and harassment The key objective for this book is to provide a comprehensive and strategic roadmap about some of the best ways to tackle this chronic but avoidable problem. The book advances the nascent

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concept of depersonalized workplace bullying, highlighting its distinctive features, proposing a theoretical framework and making recommendations for intervention. Furthering insights into depersonalized bullying at work is critical due to the

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anticipated increased incidence of the phenomenon in the light of the competitive contemporary business economy, which complicates organizational survival. Drawing on two hermeneutic phenomenological inquiries set in India focusing on

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targets and bullies, the book evidences that depersonalized bullying is a sociostructural entity that resides in an organization's structural, processual and contextual design. Enacted by supervisors and managers through the engagement of

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abusive and aggressive behaviours, depersonalized bullying is resorted to in the pursuit of competitive advantage as organizations seek to ensure their continuity and success. Given the instrumentalism associated with the world of work,

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targets and bullies encountering depersonalized bullying display largely ambivalent responses to their predicament. Ironically, then, organizations' gains in terms of effectiveness are offset by the strains experienced by these protagonists. The

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theoretical generalizability of the findings reported in the book facilitates the development of an integrated framework of depersonalized workplace bullying, laying the foundations for forthcoming empirical and measurement endeavours that

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progress the concept. The book recognizes that whereas primary level interventions mandate repositioning the extra-organizational environment and/or recasting organizational goals to balance business and employee interests, secondary

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level and tertiary level interventions encompass various types of formal and informal social support to address targets' and bullies' interface with depersonalized bullying at work. Bullying in the workplace is now a recognised problem, and a cause

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for major concern. Victims stand to lose their self-esteem, their health and even their careers. Organisations that do not endeavour to put an end to this behaviour lose productivity, profits and their good reputations. Dignity at Work is derived from

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the author's many years of experience working with organisations of all sizes and at all levels. This book outlines practical guidelines essential to organisations that want to combat bullying in the workplace, and psychologists and

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professional counsellors working with those organisations. It provides: * the tools to identify bullying behaviour * expertise to create new policies and integrate them into corporate culture * confidence to know when and how to intervene practically and

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therapeutically * the skills
required to know when to seek
external help from professional
counsellors * psychologists and
counsellors with advice on how to
transfer their skills to
organisations as independent
contractors Bullying will no longer

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be tolerated, and organisations must create environments that do not support mistreatment. This book provides managers, Human Resources staff and professional counsellors with the skills required to be able to recognise when a problem exists, and deal

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with it effectively.

The Duality of Individual Rights
Strategies and Tools for HR &
Legal Professionals

Emotional Abuse in the American
Workplace

Strategies and Tools for HR,
Legal, & Risk Management

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Professionals

Negotiating with a Bully

International Perspectives in

Research and Practice

Bullying At Work

**The nature and impact of workplace
bullying is addressed in this
comprehensive overview. From the**

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perspective of the human resources (HR) department, this practical guide provides the tools to both investigate interpersonal conflict and eliminate the problem. Policy models that not only tackle harassment issues but also implement strategies that comply with legislation are also presented. HR

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practitioners will learn to handle harassment at all levels of employment and, as a result, create productive work environments. Everyday capable, hardworking, committed employees suffer emotional abuse at their workplace. Some flee from jobs they love, forced out by

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mean-spirited co-workers, subordinates or superiors -- often with the tacit approval of higher management. The authors, Dr. Noa Davenport, Ruth Distler Schwartz, and Gail Pursell Elliott have written a book for every employee and manager in America. The book deals with what

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has become a household word in Europe: Mobbing. Mobbing is a "ganging up" by several individuals, to force someone out of the workplace through rumor, innuendo, intimidation, discrediting, and particularly, humiliation. Mobbing is a serious form of nonsexual, nonracial harassment. It

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has been legally described as status-blind harassment.

A bully for a boss makes life absolutely terrible Do you work for a boss that bullies you around? Do you feel fed up, exhausted, helpless, or powerless at work? You can gain back your power, your dignity, and your work life.

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And this book shows you how. Working for a bully boss is miserable. A bully boss mistreats you, abuses you, and most stressful of all - threatens your livelihood. The situation is unbearable because you need a job and your boss has direct power over your paycheck. It's easy to feel

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helpless. Also, the effects of a bully boss spill into other areas of your life. Since you're so stressed at work, you carry it with you everywhere you go and the stress will make your relationships and your health much worse. What do you do when you have a bully boss? Workplace Bullying

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takes you through the steps you need to take in order to feel empowered and get your life back on track. This book will teach you those steps. This books starts out with the signs you need to understand to determine if you are in fact being bullied by your boss - which is a very serious issue. Then this book

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discusses why being bullied is such a serious issue, and why you may have inadvertently put yourself in a situation to be bullied at work so you can understand what's going on. Next, the book discusses what you should do next. Starting with handling your internal emotions, this book guides

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you on how to document the abuse, when to stand up to the bully, how to gather support from family, friends, and coworkers, and how to expose the bully to your employer. This book also teaches you how to plan your exit from your employer and discusses the pros and cons to suing your employer. Last,

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this book helps you recover from the bullying. This is a process, which takes time, but it's a very important step in dealing with workplace bullying. You need to recover and regain your self-confidence so you can continue being productive and happy with your work life in your current job or with your next

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job. Recovering from a bully boss is a process. One that takes time, but one that can and must be done. Use this book as your guide in order to help you effectively recover from your despicable bully boss.

Overcoming Mobbing is an informative, comprehensive guidebook

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written for the victims of mobbing and their families who often can't make sense of the experience or mobilize resources for recovery.

How Modern Management Harms Employee Health and Company Performance--and what We Can Do about it

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A Complete Guide for Managers,
Supervisors, and Co-workers

Survive Bullying at Work

How to Handle Bullying at Work

The Bully at Work

Managing Bullying at Work

Mobbing

Master negotiator and

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body language expert

Williams teaches readers

how to skillfully deal

with bullies in

different forms and

environments and

provides the answers

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*they need to become a
more effective
negotiator when they are
confronted by a bully.
The agenda of respectful
workplaces is no more
urgent than in the*

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*context of workplace
bullying, emotional
abuse and harassment.*

*This becomes even more
significant in the face
of mistreatment linked
to social identity and*

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national culture. The chapters constituting Section 1 speak to the spectrum of primary, secondary and tertiary prevention undertaken within and beyond

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*workplaces to tackle
workplace bullying,
emotional abuse and
harassment. As well as
organizational-related
mechanisms, therapy,
collective action and*

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legislation are described. Normative angles, the challenges of actual practice and the contours of effectiveness are pinpointed. The

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*increasing recognition
of the conflation
between category-based
harassment and workplace
bullying and the
burgeoning cross-
cultural lens of the*

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substantive area are captured through the chapters of Section 2. Identities revolving around gender, sexuality, disability, caste and ethnicity

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*serve as markers for
mistreatment,
underpinning the need to
explore the dynamics of
these situations in
terms of causes,
manifestations and*

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consequences. Variations in the unfolding of negative acts due to cultural influences have been found, emphasizing that though misbehaviour is universal, it has

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*country-specific
characteristics.*

*No one goes to work to
be humiliated, abused,
ostracised, subjected to
rumours, or assaulted.
Yet this is the reality*

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*of a working day for
many employees. Now you
can do something about
it. From the author of
the highly successful
introduction to
workplace bullying*

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“Bully Blocking at Work”, comes a practical guide to empower all employees to care for themselves and colleagues when faced with bullying

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behaviours. Beginning with an overview of social and emotional resiliency at work, the reader is shown how six key strategies based on the development of

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social skills can equip them to fight even the most persistent of bullies.

This book will arm you with the information and guidance you need to

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*successfully navigate
your way through the
turmoil of dealing with
workplace bullying and
the managers who may
deny your experiences
are genuine. It provides*

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*the real facts and real,
practical tools you can
use to make real change
- and end the bullying
in your workplace.*

*Building a Culture of
Respect*

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Overcome It

*Dignity and Inclusion at
Work*

*A Widespread Problem in
the Modern Workplace*

*A Practical Guide to
toxic workplaces & their
impacts on your life*

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Overcome It

*Causes, Symptoms, and
Remedies*

*BullyProof Yourself at
Work!*

Workplace Ostracism

In an empirical study of the
interaction between law,

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adjudication, and conflicts about behaviour in the workplace, Lizzie Barmes analyses how labour and equality rights operate in practice in the UK. Arguing that individual employment rights have a Janus-faced quality, simultaneously

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challenging and sustaining existing distributions of power between management and employees, she calls for legal intervention at work to focus on resolving tensions between collective and individual concerns across the range of workplaces, and

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to stimulate the expression and reconciliation of different viewpoints in the implementation and enforcement of individual legal entitlements. Based on extensive primary research, the volume surveys and analyses experiences

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and attitudes towards negative behaviour in the workplace, and explains relevant employment and equality law as it has developed from 1995 to the present day, covering the major case law and legislative developments over this

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time. This book provides qualitative analysis of authoritative UK judgments about behavioural conflict at work from 1995 to 2010, as well as of interviews with senior managers and senior lawyers, allowing the reader first-hand insight

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into the influence of law and legal process on problems and conflict at work.

Bullying has a tendency to be associated with aggression between children in the playground, but bullying and abuse can also be

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observed in other social settings. Bullying in Different Contexts brings together, for the first time, leading international researchers to discuss these behaviours in a wide range of settings, including preschool, school, the home, residential care, prisons,

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the workplace and cyberspace. The authors provide background to the different contexts, discuss the impact and types of interpersonal aggression and the characteristics of those involved. A final chapter collates the findings from each

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context to draw conclusions on the similarities and differences between the behaviours, risk factors for involvement and theoretical approaches to explain bullying. This original volume will further our understanding of bullying and inform

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preventative and intervention work.

The authors seek to show how research from diverse settings may inform our understanding of the bullying phenomenon as a whole.

A landmark book that blazed light on one of the business world's dirtiest

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secrets, The Bully at Work exposed the destructive, silent epidemic of workplace bullying that devastates the lives, careers, and families of millions. In this completely updated new edition based on an updated survey of workplace issues, the

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authors explore new grounds of bullying in the 21st century workplace. Gary and Ruth Namie, pioneers of the Campaign Against Workplace Bullying, teach the reader personal strategies to identify allies, build their confidence, and

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stand up to the tormentor - or decide when to walk away with their sanity and dignity intact. The Namies' expertise on workplace bullying has been featured in such media outlets as The Early Show, CBS Radio, The Howard Stern Show, CNN, PBS,

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NPR, USA Today, and the Washington Post. "This is the best book on what workplace bullies do and how to stop them in their tracks. The Namie's remarkably useful and concrete advice has helped millions of people, and The

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Bully at Work will spread their tried-and-true wisdom to millions more."-Robert I. Sutton, Stanford Professor and author of The No Asshole Rule "Sheds light on one of the business world's dirtiest secrets - corporate bullying." -Dayton

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Business Journal "Filled with remedies for an ailment that is ravaging workplaces..."-Harvey A. Hornstein, PhD

This is a comprehensive, practical and engaging book designed to help readers to recognise bullying

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behaviour at work and identify and select inter-personal strategies for handling bullying behaviour.

Personal Strategies to Stop the Hurt from Harassment

How to Navigate Clueless Colleagues, Lunch-Stealing Bosses,

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and the Rest of Your Life at Work

How to Identify, Prevent, and Stop a
Workplace Bully

Workplace Bullying

What we know, who is to blame and
what can we do?

Developments in Theory, Research,

Online Library Bullying At Work
How To Confront And
Overcome It
and Practice, Second Edition

Although it is not yet illegal,
workplace bullying can poison
your organization by
undermining employee
motivation and by eroding any

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sense of loyalty or teamwork, and it can ultimately destroy trust at all levels. Bullying affects not just the targets of the abusive conduct, but also their co-workers who cannot understand why senior leaders

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would tolerate such bad behavior or, worse yet, personally engage in its use. In a nutshell, bullying is bad management at its absolute worst--and it represents a real risk to your organization if left

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unchecked. Stop Bullying at Work helps HR professionals, legal professionals, and business leaders understand * what workplace bullying is * the harm done to organizations that ignore or minimize bullying

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behavior * the differences
between a workplace bully and
a tough boss * the differences
between workplace bullying
and hazing and harassment
Bullying in the workplace is an
increasingly present

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phenomenon within relationships at work. However, the need to prove that bullying has occurred before action can be taken is an immediate obstacle to moving forward in difficult workplace

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relationships. The ambiguity and subjectivity associated with the concept of bullying becomes an obstacle to creating more effective responses to their situation for all involved in difficult workplace

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relationships. Those who feel bullied, those who are accused of bullying and those who manage such situations can be distracted from attempts to resolve the situation by the subjectivity and confusion

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associated with the need for 'proof'. As a result a circle of blame will often arise that leaves all involved dissatisfied with the outcome - if a clear outcome is even possible. This book recounts the experiences

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of the author, who works as a mediator and conflict coach, in which he has seen work colleagues involved in bullying allegations find ways of resolving their difficulties through a focus on discussing

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the detail of the behaviours involved in the situation rather than simply focus on proving bullying has or has not occurred. The 'one size fits all' concept of bullying is usually inadequate as a description of the experiences

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of those involved in broken working relationships and the accusations and counter-accusations tend to maintain the broken relationship rather than mend it. The book gives examples of dialogues that can

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occur, distilled from real-life discussions, that focus on creating more effective working relationships instead of allocation of blame, seeking retribution and retaliation. The hypocrisy and ultimate

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ineffectiveness of traditional approaches to allegations of bullying is addressed from the start and the combative and retaliatory language associated with most literature about the topic is highlighted as an

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indication of how the phenomenon of bullying is self-perpetuating when it is responded to and discussed in this way.

Building on the success of two earlier best-selling editions from

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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

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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

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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

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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

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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

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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-

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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,

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lawyers, management consultants, and counsellors in private practice, family physicians and occupational health practitioners, to name a few.

Through personal accounts and

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revelations, this book explores bullying at work and offers solutions to help overcome this stressful, often isolating experience facing many women and men. Based on three years of research, Andrea Adams plots

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the destructive forces currently eroding the professional lives of many people. By tracing the psychological origins of bullying at work this book investigates the effect of past relationships on the present, providing both

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individuals and organizations with a deeper understanding of why things can go so badly wrong. Through advice and guidance, it offers a way forward for all those who value the need for psychological well-

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being at the workplace.

Combatting Bullying at Work
Strategies and Tools for Hr,
Legal, & Risk Management
Professionals

How to Confront and Overcome
It

Online Library Bullying At Work
How To Confront And
Overcome It
Strategies for Surviving Bullying
at Work