Workplace Bullying is a Traumatic Experience: An Integrative Literature

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Concept of workplace bullying has been introduced in the field of research and investigation with different key terms (Hutchinson, Vickers, Jackson & Wilkes, 2010). literature provided in this study regarding the nature and causes of this phenomenon is using to explain the concept of bullying at work. This paper attempted to deal with the issue of Workplace bullying as **a** Traumatic experience for the target especially workers. Facts are evident that the effects of this type of behavior can't be overcomes by the victims even after many time passed and this painful experience impacts more and less every aspect of victims life. The methodology applied in the discussion is a critical analysis based on inductive and deductive approaches to the collected data. The data for this study has been collected from various secondary sources like Academic Research Papers, Research Journals, and other Electronic Sources.

Key Words: *workplace bullying, Traumatic experience*

Introduction:

Workplace bullying often involves an abuse or misuse of power. Bullying includes behavior that intimidates, degrades, offends, or humiliates a worker, often in front of others. Bullying behavior creates feelings of defenselessness in the target and undermines an individual's right to dignity at work.

workplace bullying represents a powerful stressor and a severely traumatic experience, being characterized, according to a commonly accepted definition, by a frequent and persistent exposure to negative acts which the targets are unable to defend themselves against (Einarsen, Hoel, Zapf, & Cooper, 2011; Nielsen, Gjerstad, Jacobsen, & Einarsen, 2017; Nielsen, Hoel, Zapf, & Einarsen, 2016). Among health outcomes, special research attention has been paid to the mental health consequences of workplace bullying. Disorders of the psychological sphere Constitute a severely disabling group of diseases (Wittchen et al., 2011). Evidence shows that a fraction of mental health problems can be attributable to adverse psychosocial working conditions (Niedhammer et al., 2014). In particular, a recent systematic review of cost-of-illness studies revealed that workplace aggression bears substantial costs to both the individual and society (Hassard, Teoh,Visockaite, Dewe, & Cox, 2018).

Both victims and observers of bullying reported more stress and job dissatisfaction than employees from workplaces in which no bullying occurred. The longitudinal study showed that prolonged bullying was associated with increased incidence of depression (odds ratio 4.81) and cardiovascular disease (2.31). Depression also predicted subsequent bullying. Gender differences in facing workplace bullying seemed to be small. Men and women perceived bullying equally often across the samples studied. Female prison officers felt subjected to sexual harassment more often than their male counterparts. Female victims were usually bullied by their co-workers, whereas male victims reported supervisors/ managers and co-workers as bullies equally often. The findings imply that measures should be introduced to deal with bullying in the workplace and that improving the social climate and leadership practices would help to prevent it in the future. Further longitudinal research and studies of group processes that can strengthen or arrest the escalation of the bullying process are needed (Maarit Vartia, 2016).

Research questions / objectives:

- To elaborates the concept of workplace bulling.

- To highlighted the adverse effects of workplace bullying among the target workers.

Literature Reviews:

Workplace bullying has been recognized as a harmful feature of modern workplaces with long-term damaging effects for both the bullied individuals as well as the organizations(Hutchinson, Vickers, Jackson, & Wilkes, 2005). It happens to be a deliberate, ongoing, and subtle activity with all its negative implications carefully masked, that is, "severe and pervasive problem" (Carbo, 2009). In fact, workplace bullying can be characterized as an invisible, "intensively, individualized and harmful experience" (Hutchinson,Vickers, Jackson, & Wilkes, 2004 as cited in Hutchinson,Vickers, Jackson, & Wilkes, 2006). Workplace bullying involves repeated acts, in which one or more individuals engage in, with the intent to harm others and create a hostile working environment (Archer, 1999; Hutchinson et al., 2005, 2006; Simpson & Cohen, 2004).
It also involves behavior like ignoring the victim, not returning phone calls, memos, and emails. Workplace bullying leads not only to psychological harm but also to health-related issues (Hutchinson et al., 2005), financial loss, increased staff turnover, lowered morale, reduced productivity, and loyalty (Quine, 1999; Rayner & Cooper, 1997). In fact, workplace bullying could be a "more crippling and devastating problem for employees than all other work-related stress put together" (Einarsen, 1999).

 the victim must feel incapable of preventing/stopping the abuse (Lutgen-Sandvik et al. 2007); where the experience hinges on the victim's subjective perception (see Hoel & Cooper, 2001; Quine, 2001); and where the bullying prove exceptionally damaging and is linked to harm to health on a number of levels, including victims' physical, psychological and professional health, the decline in their personal relations outside of work, and economic risk (Lutgen-Sandvik, Namie, G & Namie, R 2009). However, most definitions do not recognise the legal aspects of workplace bullying. Carbo and Hughes (2010:397) have recognised workplace bullying as a legal matter and define this phenomenon as "the unwanted, unwelcome, abuse of any source of power that has the effect of or intent to intimidate, control or otherwise strip a target of their right to esteem, growth, dignity, voice or other human rights in the workplace" (J. De Vos and G.J.C. Kirsten,2015).

METHODOLOGY

 The adopted methodology for this study is a critical analysis based on inductive and deductive approaches. The data was collected from primary and various secondary sources like Academic Research Papers, Research Journals, and other Electronic Sources.

RESULTS AND DISCUSSION

For every employee workplace environment is always playing a significant role because employees spent most of their time in interacting with their follows and colleagues. In this context organization's culture directly or indirectly control employee productivity, performance and working behavior, which impact the entire organization (Warrick, 2017). So we can say that organizational performance is depends on positively influenced and motivated employees (Warrick et al., 2016). But in a case if working place conditions are not comfortable for employees and they are not getting the opportunity to work freely and focus on their work, as a result job efficiency and output of worker and employees automatically drops down.

Characteristics of Bully

In latest studies of Kimberly, (2014) and Frenking (2016) revealed common facts regarding bullies, like bullies are self-centered who considered other inferior and their action and behavior always try to harassed them. The studies also mentioned that in workplace bullying mostly those people were involved who are looking for shortcuts in professional life and are selfish. They do so because they are afraid from other people who are better than them. Joyce, (2005); Hoel & Salin, (2003) describe the characteristics of bullies such as attractive, seductive, selfish, manipulated. They see all the people as hostile and negative. The study showed that due to these negative perceptions person involved in bullying behavior taking revenge from other. In this situation they are act aggressively and try to get power and respect from others.

Victim of bullying

According to the study of studies of Braun, (2004); Brenner, (2006); Brunner & Costello, (2003) all the people are not suffering from bully, infact certain groups are targeted in some condition bully behavior of people. In in scenario we can say that certain victims are effect by bully behavior. Factor like insufficiency and unsatisfactory position at workplace can consider main causes. For instant, if victims are performer better then there is a great chance of being selected for bullying. In short anybody can be the victim of workplace bullying. Victim of bully is can be divided on the bases of two most common characteristics, which are as follows: desire to cooperate and confrontational personal style. The studies conducted by Egan, Yang & Bartlett, (2004); Einarsen & Mikkelsen, (2003); Einarsen, (2000); Einarsen & Raknes, (1997) highlighted bully's action underestimated others that why mostly the victim can't be able to socialize and mingle with others.

Bullying Culture in Organization and Working Environment

Humphries, (2011) study highlighted the fact that the working culture of organizational greatly related with motivation. The Study further added that progressive and supportive working environment in any organization help to retain employees in organization for long time. The progressive environment in real sense is, in which employee has freely talk about their issues and problems without any reluctance to their immediate boss. Furnham, (2004); Groeblinghoff & Becker, (1996) explained the relation between the retention of employee and organizational performance. The study of Giga Cooper & Faragher, (2003) also supported the fact that attracting and retaining employees in any workplace environment of an organizational is always plays an important role. However, this type of malevolent behavior of worker not only damages the worker's productivity but also working environment of an organization (Riupassa, 2018).

Forms of workplace bullying

According to various studies, there are many forms of workplace bullying existing as it the aggressive bullying behavior, but all the study shows the same result (Quine, 1999a; Quine, 2001). In The latest study of Einarsen & Nielsen, (2014) explained workplace bullying as a type of criminal act in which indulge employees in depression and fear, make him to feel inferior. Other study Frenking (2016) revealed the fact that acts of bullying in workplace from their There are numerous studies conducted on defining the bullying. However, the study further categorizes the eight common types of bullying that effect the wellbeing of the victims. These effects are as follow: poor concentration, shame, insecurity, depression, nightmares, sleeplessness, etc. The problem is hazardous not for the organizations where the bullying behavior is not restricted but also for the victims. Supervisors and peers compel workers to leave their jobs (Andersen,2021).

Discussion:

Researcher acknowledged workplace bullying as an important workplace stressor. Previous studies bear out facts that workplace bullying caused harmful effects on employee's emotional, cognitive and physiological outcomes. Many researches also explain that victims of workplace bullying have different negative impact on their well-being (Hoel et.al., 2004; Niedl, 1996; Tepper,2000). Employees in organizations never experience bullying report high levels of psychological general stress and burnout reactions just because observe other individual's being bullied. Therefore, bullying at workplace is not only a pervasive issue for the workers but also a serious concern which severely impairs the welfare and health of employees of any organization.

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