

Research Article

A Study on Individual and Group Effects of Workplace Bullying

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Abstract

This study looks into the connection between bullying at work and how it affects both individual and group motivation in office environments. Through the use of a descriptive research methodology and the Likert scale for data collecting, the study seeks to determine the importance, associations, and variations between several workplace bullying-related variables. Using stratified and random sampling approaches, the study focuses on a broad sample of fifty-five participants from both technical and non-technical divisions of the private sector. The goals encompass determining how bullying affects both people and groups, evaluating motivation levels, investigating gender disparities, and examining work experience variations in relation to bullying in the workplace. Through examining the effects of this widespread problem on individuals as well as groups, the research hopes to offer useful information to help organizations address and lessen the detrimental effects of bullying on their workforce.

Keywords: Workplace bullying, motivation, organizational behavior, employee well-being, psychological impact.

Introduction

The common and harmful phenomena of workplace bullying have attracted more attention recently because of the significant effects it has on people, organizations, and society at large. Workplace bullying, which is characterized by a range of aggressive actions and abuse by coworkers, managers, or subordinates, impairs job performance, increases stress, anxiety, and depression in those who are targeted, and damages trust and cohesiveness among groups and companies. In order to uncover fundamental causes and offer research-based remedies, this study aims to investigate the complex aspects of workplace bullying by looking at both individual and collective impacts. This research attempts to shed light on the intricate dynamics at work by exploring the psychological and emotional toll that work has on individual employees, differences between demographic groups, and the consequences for job satisfaction, productivity, and general well-being. To further shed light on the financial and operational consequences of unregulated bullying behavior, this study will also look into the broader effects of workplace bullying on organizational posture, expenses, and employee attrition. It will also look at how team dynamics are affected by workplace bullying, including how it affects cohesion, communication, and performance, as well as how witnesses and observers shape workplace culture.

For the purpose of creating successful preventative and intervention plans, it is vital to comprehend the subtle aspects of workplace bullying. The objective of this research is to offer practical suggestions for establishing a more wholesome and welcoming workplace by analyzing variations in leadership styles and organizational cultures and assessing the effectiveness of different treatments. This study is important not just for people's own well-being but also for employment, risk management, team dynamics, legal and ethical issues, organizational reputation, and mental health programs. Organizations can promote a culture of respect, increase employee engagement and ultimately improve societal well-being by taking a comprehensive approach to tackling workplace bullying.

Duru *et al.* (2018) analyzed the degree of alleged workplace bullying among medical school faculty members, evaluated the variables deemed to be connected to it, and determined the impact it had on the workers' psychological symptoms as determined by the Brief Symptom Inventory (BSI). About 355 employees took part in this cross-sectional investigation. It was discovered that there was a substantial (all $p < 0.001$) correlation between the BSI and BSI sub-dimensions of anger, somatization, sadness, anxiety, and negative self and levels of experienced workplace bullying.

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The impression score of bullying at work increased by one point in correlation with a 0.47-point increase in psychological symptoms as determined by the BSI. The factors that most affected people's views of bullying at work were anxiety, negative self-perception, sadness, hostility, and somatization (all $p < 0.05$). The latest findings demonstrated that the groups in our research population with the highest views of workplace bullying were young individuals, those recently divorced, academics, and those suffering from long-term diseases. Individuals who reported high levels of bullying at work also scored highly on the hostility, somatization, anxiety, depression, and BSI measures. Chatziioannidis *et al.* (2017) analyzed if psychological support at work could benefit bullying victims in the healthcare industry, as well as to investigate the prevalence, barriers, and effects of bullying behaviors on mental health. The self-administered questionnaire survey design was employed by the authors in this investigation. There were 398 medical professionals (nurses, doctors) among the participants. The primary result of the study is a questionnaire that collected data on demographics, the 12-item General Health Questionnaire (GHQ-12) scores to examine psychological distress, and information on the sources of bullying, perpetrator profiles, causal factors, actions taken, and justifications for not reporting bullying. Bullying and witnessing were shown to be incredibly common, although half of the victims did not think of themselves as victims. The psychological effects on victims and witnesses were profound, and it was imperative that employees receive support in the workplace to maintain excellent mental health. Kim and Eunmi (2019) analyzed the clinical nurses who suffer workplace bullying are more likely to experience burnout, which jeopardizes patient safety and nursing care quality. This study looked at the relationships between clinical nurses' intentions to leave their jobs, burnout, and professional quality of life. A structured questionnaire was used to do a descriptive cross-sectional study. About 324 nurses provided the data, which were then analyzed using multiple regression, one-way analysis of variance, and the t-test. Bullying at work that occurs among nurses is a problem that cannot be disregarded. In order to lessen workplace bullying among nurses and establish a secure and healthy work environment, nursing leadership plays a crucial role. Based on the data at hand, more proactive mediations and solutions from a variety of perspectives are required. Therefore, organizational interventions that provide nursing administrators or specialists with the ability to defend nurses who are the targets of bullying at work must be implemented in order to combat bullying. Srivastava (2021) examined how job satisfaction and resilience function as parallel mediators in the Indian hospitality industry to analyze the effects of workplace bullying on organizational citizenship behaviors (OCB).

The survey made use of 240 respondents who were employed in India's hotel industry. For the purpose of evaluating hypotheses with SPSS and AMOS tools, direct and indirect effects were evaluated utilizing statistical methods such as mediation analysis and structural equation modeling (Preacher and Hayes, 2004). This is the first study to look at the impact of workplace bullying on overconsumption by using resilience and job satisfaction as parallel mediators in a non-Western setting. The study's conclusions point to a detrimental relationship between OCB and workplace bullying. This study shows how resilience and job satisfaction might operate as complementary mediators to counteract the negative effects of workplace bullying on OCB. Because of its broad consequences, research on the individual and collective effects of workplace bullying is extremely important. It has a direct effect on workers' well-being by producing anxiety, emotional distress, and a decline in job satisfaction. It has a negative impact on organizational performance on a larger scale, which raises turnover rates and lowers productivity. Its poisonous culture can damage team chemistry and creativity, impeding cooperation and innovation. There could be serious legal repercussions, including litigation and reputational harm to the business. Furthermore, it has a significant social impact because it upholds a hostile and rude culture. The literature in this field was essential because it provided direction for the development of more respectful and psychologically safe work environments. These initiatives have the potential to improve organizational performance generally, lessen individual suffering, and foster social harmony. To put it briefly, learning more about the impacts of workplace bullying is essential for everyone's welfare, business success, and social progress.

The impacts of workplace bullying on individuals and groups have been studied from a variety of angles. It looks into individual effects such how it affects one's physical and mental health, how it affects one's job, and coping mechanisms. Group dynamics are examined, along with how they affect responses from the group as a whole, leadership roles, organizational culture, and teamwork. The research also evaluates leadership development programs, HR support systems, and anti-bullying initiatives. Comparative studies compare things across sectors and cultures. While legal and ethical issues examine frameworks and considerations surrounding workplace bullying, long-term repercussions examine career trajectories and societal implications. The scope can be adjusted in accordance with the goals of the study and the resources that are available; a mixed-methods approach provides a thorough grasp of the complex effects that workplace bullying has on both persons and organizations.

The study's goal is to find out how workplace exploitation, such as bullying and harassment, might impact both individuals and groups as well as their productivity. The present study is aimed with the following objectives.

- Investigate the overall implications of the individual and group effects of workplace bullying.
- Analyze the job titles/positions of the respondents and assess the prevalence of setting impossible deadlines to be accomplished.
- Understand the variance among department/teams of the respondents concerning various dimensions of workplace bullying.
- Analyze the years of service of the respondents in correlation with experiences of verbal and non-verbal threats.
- Study the correlation between the age of the respondents and their experiences across different dimensions of workplace bullying.

Methodology

Research design: The present study adopted a descriptive research strategy to collect data on the consequences of workplace bullying on working employees, both individually and collectively. This methodology made it possible to gather data in an organized manner, giving researchers insights into the frequency, effects, and potential trends of workplace bullying. Through the use of a descriptive research approach, the study sought to advance our understanding of this important problem in a range of work environments.

Universe and sampling: Employees from both technical and non-technical private sector branches made up the universe for this study. There were 55 participants in the study; all of them were employed by various private sector organizations. The study used stratified sampling and random sampling as sample strategies to guarantee accuracy and representation. A varied representation of the population was ensured through the random selection of individuals made possible by random sampling. Stratified sampling, on the other hand, ensured a more thorough knowledge of the consequences of workplace bullying across various sectors within the private industry by dividing the participants into subgroups depending on their positions or departments.

Tool of data collection: The researcher chose to use a Likert scale, a well-known and useful psychometric tool, to gather data for this investigation. Likert scales are used to measure a range of characteristics in people, including attitudes, beliefs, perceptions, and behaviors. These scales usually ask respondents to select from a list of options to indicate how much they agree or disagree with a series of statements or

questions. Usually, a numerical scale with five or seven points is used to order the selections. A thorough grasp of the research topic—in this case, workplace bullying—can be achieved by the researcher by using a Likert scale to collect quantitative and trustworthy data.

Results and Discussion

The data from Table 1 states that almost half (49.1) of the respondents have high percentage of effects of workplace bullying and less than half (47.3) of the respondents have high percentage of negative acts of workplace bullying and focus of work motivation and more than two fifth (43.6) of the respondents are being high percentage of factors of the workplace bullying and less than majority (56.4) of the respondents having low percentage of factors of the workplace bullying and more than half (52.7) of the respondents are have low percentage of negative acts of workplace bullying and focus of work motivation and half (50.9) of the respondents are have low percentage of effects of workplace bullying. So, it is understood that most of the respondents are having high percentage in effects of workplace bullying and most of the respondents are having low percentage in factors of the workplace bullying.

Table 1. Distribution of respondents based on the implications of the individual and group effects of workplace bullying.

Factors	Low	%	High	%
Factors of the workplace bullying	31	56.4	24	43.6
Negative acts of workplace bullying	29	52.7	26	47.3
Focus of work motivation	29	52.7	26	47.3
Effects of workplace bullying	28	50.9	27	49.1

From the Table 2, it is evident that a significant Majority (50.0%) of the Managers are setting of impossible deadlines to accomplished work, one tenth (10%) of the team leads are setting of impossible deadlines to accomplished work. More than two fifth (42%) of the process leads are Setting of impossible deadlines to accomplished work, more than one third (37.5%) of the others are Setting of impossible deadlines to accomplished work, so it can infer that most of the respondents are Setting of impossible deadlines to accomplished work and in specific most of the process leads are Setting of impossible deadlines to accomplished work.

The presented Table 3, illustrate that, there is no significant difference among the different Department/team of the respondents with regard to the dimension include the factors of the workplace bullying, Negative Acts of workplace bullying and the focus of work Motivation.



Table 2. Cross tabulation of Job Title/Position of the respondents and setting of impossible deadlines to accomplished work.

Job Title/Position	Never	Rarely	Monthly	Weekly	Total
Manager	1(5.6%) 50.0%	4(22.2%) 21.1%	9(50%) 39.1%	4(22.2%) 36.4%	18(100) 32.7%
Team lead	0(0.0%) 0.0%	6(60.0%) 31.6%	3(30.0%) 13.0%	1(10.0%) 9.1%	10(100) 18.2%
Process lead	1(5.3%) 50.0%	4(21.1%) 21.1%	8(42.1%) 34.8%	6(31.6%) 54.5%	19(100.0%) 34.5%
Other	0(0.0%) 0.0%	5(62.5%) 26.3%	3(37.5%) 13.0%	0(0.0%) 0.0%	8(100.0%) 14.5%
Total	2(3.6%) 100.0%	18(32.7%) 100%	26(47.3%) 100.0%	11(20.0%) 100%	55(100) 100%

Table 3. One-way analysis of variance among Department/team of the respondents with regard to the various dimensions of Individual group effect of workplace bullying.

Source	SS	MS	Mean	Statistical Inference
The factors of the workplace bullying				
Between groups (3)	84.057	28.019	G1=59.0 G2=59.11 G3=57.94 G4=55.56	F=1.052 P=0.378 Not significant
Within groups (51)	1358.052	26.628		
Negative Acts of workplace bullying				
Between groups (3)	107.642	35.881	G1=52.40 G2=53.67 G3=54.29 G4=50.22	F=0.544 P=0.654 Not significant
Within groups (51)	3361.885	65.919		
The focus of work Motivation				
Between groups (3)	79.063	26.354	G1=31.80 G2=29.78 G3= 28.94 G4=30.56	F=1.039 P=0.383 Not significant
Within groups (51)	1293.919	25.371		

G1: Production & Operations G2: HR & Finance G3: Stores & Purchase G4: Maintenance.

Table 4. Cross-tabulation of years of service of the respondents with regard to verbal and non-verbal threats.

Years of service of the respondents	Rarely	Monthly	Weekly	Total
1	1(20.0%) 4.3%	3(60%) 15.0%	1(20.0%) 8.3%	5(100) 9.1%
2	10(62.5%) 43.5%	4(25.0%) 20.0%	2(12.5%) 16.7%	16(100) 29.1%
3	8(42.1%) 34.8%	6(31.6%) 30.0%	5(26.3%) 41.7%	19(100.0%) 34.5%
4	2(18.2%) 8.7%	6(54.5%) 30.0%	3(27.3%) 25.0%	11(100.0%) 20.0%
5	2(50.0%) 8.7%	1(25.0%) 5.0%	1(25.0%) 8.3%	4(100.0%) 7.3%
Total	23(41.8%) 100%	20(36.4%) 100.0%	12(21.8%) 100%	55(100) 100%

Table 5. Karl Pearson's co-efficient of correlation between age of the respondents.

Dimensions	Correlation value	Statistical Inference
The factors of the workplace bullying	0.197	P>0.197 Not Significant
Negative Acts of workplace bullying	0.235	P>0.235 Not Significant
The focus of work Motivation	0.226	P>0.226 Not significant

Irrespective of the difference in the domicile of the respondent, the perspective remains the same with no significance difference on their view of Individual group effect of workplace bullying.

Ho: There is no significant difference among the Department/team of the respondents and Individual and group effect of workplace bullying.

H1: There is significant difference among the Department/team of the respondents and Individual and group effect of workplace bullying.

Result: Since $P = 0.383$ ($P > 0.05$) There is no significant difference among the Department/team of the respondents and Individual and group effect of workplace bullying. Thus, the Null hypothesis is accepted and research hypothesis is rejected.

From the Table 4, it is evident that a significant Majority (60%) of the 1-year experienced employees are Verbal and non-verbal threats, little more than one tenth (12.5%) of the 2-year experienced employees are Verbal and non-verbal threats. More than two fifth (42.1%) of the 3-year experienced employees are Verbal and non-verbal threats, more than one fourth (27.3%) of the 4-year experienced employees are Verbal and non-verbal threats and half (50%) of the respondents are 5-year experienced employees are Verbal and non-verbal threats, so it can infer that most of the respondents are Verbal and non-verbal threats, and in specific most of the 2-year experienced employees are Verbal and non-verbal threats. The presented Table 5, states that there is no significant relationship between age of the respondents and the factors of the workplace bullying, Negative Acts of workplace bullying and the focus of work Motivation.

Suggestions

Suggestions to the employer

- Examine the monetary consequences linked to bullying at work, such as absenteeism, turnover, and reduced output.

- Examine how leadership styles and organizational cultures contribute to or hinder bullying at work.
- Examine the efficacy of various intervention tactics and policies put in place by employers to deal with bullying at work and foster a pleasant work environment.

Suggestion to the employee

- To learn more about the psychological repercussions of workplace bullying on specific employees, such as stress, anxiety, depression, and lower job satisfaction, conduct surveys or interviews.
- Examine the coping strategies used by workers who have been the targets of bullying at work, such as reaching out to friends and family, facing the harasser, or requesting outside help.
- Examine how individual characteristics, such as character attributes or life experiences, may mitigate the negative effects of workplace bullying on workers.

Suggestion to the government

- Examine and assess the efficacy of the legislative frameworks and laws put in place in various nations or areas to manage workplace bullying.
- Examine how government organizations can assist employers and employees in resolving bullying events at work by offering resources and support.
- Identify optimal practices for preventing and managing workplace bullying at the governmental level by conducting comparative studies across jurisdictions.

Suggestion to the industrial social worker

- Examine how workplace bullying affects specific targets psychologically, emotionally, and physically, including stress, anxiety, despair, and low self-esteem.
- Examine how bullying in the workplace impacts teamwork, productivity, and cohesiveness within the group as well as how it influences team performance and overall organizational effectiveness.
- Evaluate how leadership styles, power dynamics, and organizational culture contribute to or detract from workplace bullying.

- Additionally, determine how organizational environment affects the incidence and outcomes of bullying actions.
- Examine the ways in which gender, race, age, and disability interact with experiences of bullying at work and determine whether particular groups of people are more susceptible to bullying.
- Assess the efficacy of intervention options, such as training initiatives, policy modifications, and support systems, in preventing and managing workplace bullying. Additionally, determine the most effective ways to foster a polite and safe work environment.

Conclusion

This study explores the important problem of workplace bullying and how it affects both individual and collective motivation in business environments. The study intends to shed light on the relationship between motivation levels and bullying by using a descriptive research methodology and the Likert scale for data collecting. This will ultimately help to create work conditions that are healthier and more productive. Using stratified and random sampling approaches, the study focuses on a broad sample of fifty-five participants from both technical and non-technical divisions of the private sector. The study aims to investigate the effects of bullying on both people and groups, evaluate motivation levels, investigate gender disparities, and examine work experience variances in relation to workplace bullying.

The present study aims to investigate the relevance, associations, and variations among the variables associated with bullying in the workplace. Through examining the effects of this widespread problem on individuals as well as groups, the research hopes to offer useful information to help organizations address and lessen the detrimental effects of bullying on their workforce. In conclusion, there is much to be gained from this research on workplace bullying and how it affects employee motivation in terms of bettering organizational performance, promoting social harmony, and promoting employee well-being. This study intends to provide vital information for businesses to combat workplace bullying and develop a culture of respect and psychological safety by using an organized methodology and suitable data collection techniques.

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