

# Bully bosses essay



**ASSIGN  
BUSTER**

UCSI UNIVERSITY Faculty of Business & Information Science Written Assignment (30%) INSTRUCTIONS: \* Students are to work in groups for this assignment. Individual assignments will NOT be accepted unless prior arrangements have been made with the lecturer. \* Once groups are formed, NO changes in line-up are allowed. \* Work should be typewritten, using 12-point Times Roman or 12-point Arial fonts and 1.5/2.0 line spacing. \* The essay should be 2000-2500 words in lengths (excluding coverpage, references, graphs, footnotes & appendices) \* Groups that are found copying each other's work will be penalized. Submission date, time & venue: 14 Mac 2012 (Wednesday); during class hour. \* Late submission will be deducted 30 marks per day. Assignments received 3 days after the due date will not be graded.

Case Incident Bullying Bosses After a long weekend, Kara stared at her computer with a sick feeling her stomach. Her boss had added her as a friend on Facebook. Kara did not feel particularly close to her boss, nor did she like the idea of mixing her social life with her work. Still, it was her boss. Kara reluctantly accepted her boss as a Facebook friend. Little did she know her troubles were only beginning.

Kara's boss soon began using her online information to manipulate her work life. It began with inappropriate innuendos regarding Facebook photos. Eventually, Kara's boss manipulated her work hours, confronted her both on and off Facebook, and repeatedly called Kara's cell phone questioning her whereabouts. "My boss was a gossiping, domineering, contriving megalomaniac, and her behavior dramatically intensified when she used Facebook to pry," Kara said. Though many individuals recall bullies from

their elementary school days, some are realizing that bullies can exist in the workplace as well.

And these bullies do not just pick on the weakest in the group; rather, any subordinate in their path may fall prey. Workplace bullies are not limited to men—women are at least as likely to be bullies. However, gender discrepancies are found in victims of bullying, as women are more likely to be targets. What is the impact of bullying on employee motivation and behavior? Surprisingly, even though victims of workplace bullies may feel less motivated to go to work every day, it does not appear that they discontinue performing their required job duties.

However, it does appear that victims of bullies are less motivated to perform extra-role or citizenship behaviors. Helping others, speaking positively about the organization, and going beyond the call of duty are behaviors that are reduced as a result of bullying. According to Dr. Bennett Tepper of the University of North Carolina, fear may be the reason that many workers continue to perform their job duties. And not all individuals reduce their citizenship behaviors. Some continue to engage in extra-role behaviors to make themselves look better than their colleagues. What should you do if your boss is bullying you?

Don't necessarily expect help from coworkers. As Emelise Aleandri, an actress and producer from New York who left her job after being bullied, stated, " Some people were afraid to do anything. But others didn't mind what was happening at all, because they wanted my job. " Moreover, according to Dr. Michelle Duffy of the University of Kentucky, coworkers

often blame victims of bullying in order to resolve their guilt. “ They do this by wondering whether maybe the person deserved the treatment, that he or she has been annoying, or lazy, they did something to earn it,” states Dr. Duffy.

One example of an employee who observed this phenomenon firsthand is Sherry Hamby, who was frequently verbally abused by her boss and then eventually fired. She stated, “ This was a man who insulted me, who insulted my family, who would lay into me while everyone else in the office just sat there and let it happen. The people in my office eventually started blaming me. ” What can a bullied employee do? Dr. Hornstein suggests that employees try to ignore the insults and respond only to the substance of the bully’s gripe. “ Stick with the substance, not the process, and often it won’t escalate,” he states.

Of course that is easier said than done. Questions 1. Of the three types of organizational justice, which one does workplace bullying most closely resemble? Explain your answer. (5 marks) There are three types of organizational justice, distributive justice, procedural justice and interactional justice. The workplace bullying most closely to interactional justice. Bullying employees means, treating them without dignity, concern and respect. Workplace bullying demonstrates a lack of Interactional Justice among the three types of organizational justice. 2.

If you were a victim of workplace bullying like Kara, what would you do to try to reduce its occurrence? (5 marks) If I were the victims of workplace bullying I will try to talk with appropriate committee how can control bully.

Most effective strategy would be increase higher-order needs that are satisfied internally, such as social, esteem, and self-actualization needs. By doing this it will drive me to become what I am capable of becoming. Least effective would be leaving the job. This may not be the good strategy to do because I may feel dissatisfaction in other job due to this incident.

If one of colleagues were a victim I will not blame, annoy him/her. I will try to understand what level of the hierarchy that person is currently on and focus on satisfying the needs at or above that level and motivate victim as much as I can. I try to take necessary steps against bully. 3. " Workplace bullying can have serious consequences for both employees and their families, but it can also have a negative impact on a company or organization. " Discuss three (3) impacts of workplace bullying on organizations. (10 marks) 4. Identify and discuss three (3) factors that contribute to workplace bullying. (10 marks)