

Bullying

[Linguistics](#), [English](#)



Bullying at Work There are various challenges that have been occurring in the workplace. Most of the challenges affect individual's performance and well-being of the workplace. One of such challenges is bullying. Workplace bullying has been defined as wrong and harsh treatment of a particular person in the workplace (Tim Field Foundation 1). The paper will focus on bullying at the workplace.

There are various reasons for bullying in the workplace. The main reason has been shown as a way of hiding inadequacy (Tim Field Foundation 1).

Individuals that choose bullying are most likely to be incompetent in the workplace. Secondly, bullying may take place as a way of shifting attention. For example, it may occur to conceal bad things taking place in an organization such as dishonesty and misuse of funds. On the other hand, bullying in the workplace leads to various effects. Some of the effects include demoralization, lack of teamwork, and makes one feel alienated (Tim Field Foundation 1). Bullying may also make an organization inefficient and unproductive.

Bullying behaviors are also shown to be behind all form of negative things experienced in the workplace. Such negative things include favoritism, harassment, unfairness, abuse, and conflict and violence. On the other hand, workplace bullying is said to occur in stages. These stages include ' isolation, control and subjugation, and elimination' (Tim Field Foundation 1). Isolation is said to be characterized by criticism, fault finding, and being sidelined. Control and subjugation, on the other hand, is characterized by patronization, humiliation, and being a target of gossip. Elimination is characterized by subjection to disciplinary procedures that end with the

dismissal.

In conclusion, it is clear that bullying is a challenge in the workplace.

Works Cited

Tim Field Foundation. “ What Is Bullying?” Bullyonline. org. Web. 05 March 2015.