Bullying bosses essay sample

Sociology, Bullying

Q1. How does workplace bullying violate the rules of organizational justice?

1- bullying is behaviour that makes someone feel intimated or offended. They violet the rules of organizational justice. Those are dignity, concern and respect. Bullying can happen by letters, by e-mail, by phone or face-to-face.

Q2. What aspects of motivation might workplace bullying reduce? For example, are there likely to be effects on an employee's self-efficacy? If so, what might those effects be? Do you think bullying would motivate you to retaliate?

2- If we consider Hierarch of needs theory, a early theory of Motivation there exists a hierarchy of five needs: Physiological, Safety, Social, Esteem, Self-actualization. Workplace bullying has moderate impact on Safety, Social and high impact on Esteem, Self-actualization of aspects of motivation. By bullying an employee there will a long last effect on self-efficacy. He or She can not drive to become what they are capable of becoming. " The victims may feel less motivated to go to work every day, they continue performing there required job duties with fear, some are less motivated to perform extra-role or citizenship behaviors. Helping others, speaking positively about organization, and going beyond the call of the duty are reduced as a result of bullying".

Q3. If you were a victim of workplace bullying, what steps would you take to reduce its occurrence? What strategies would be most effective? Least effective? What would you do if one of you colleagues were a victim?

3- If I were the victims of workplace bullying ı will see if ı can sort out the problem informally first, If ı can't I will talk to my manager, human resources department, trade union represantative. 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 became 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, firstly I would see the authority level and ı will try to understand the problem. Then ı will motivate the victim. I will try to mentor him/her to come out of the situation. Finally ı will stand on his/her behalf.

Q4. What factors do you believe contribute to workplace bullying? Are bullies a product of the situations, or do they have flawed personalities? What situations and what personality factors might contribute to the presence of bullies?

4- Some factors contributing to workplace bullying. Those are: -using power over someone who is weaker.

-to boost bully's self satisfaction

-a person who seems to be different, is made a target.

-people may get bullied because they are seen as a threat.

-attitude in the workplace such that bullying seems to be normal behaviour.

Bullies are a product of situation they start the same way as everyone else but change to be unhappy and upset and choose to take it out on someone else to make them feel better. Builles are created from being bullied peer-

pressure and bad childhoods, but some of them do have flawed personalities.

Some situations are might contribute to the presence of bullies. Some of these are co-worker dating, overload of work, lack of empathy. Also, employees might compare themselves to friends, neighbors, co-workers, or colleagues in other organization.

Secondly, some of personalities are might contribute to the presence of bullies. The most important personality of these that having narcissistic personalities. Also, negative and stressful working environment, low self esteem are the personality factors might contribute to the presence of bullies.