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Depersonalized bullying at work has emerged through empirical research as a concept in its own right, emphasizing the importance of the organizational level of analysis in workplace bullying. Yet, the discovery of this concept was not followed up by any attempts to take it forward.

Theorizing About Depersonalized Bullying at Work ...

Given the instrumentalism associated with the world of work, targets and bullies encountering depersonalized bullying display largely ambivalent responses to their predicament. Ironically, then, organizations' gains in terms of effectiveness are offset by the strains experienced by these protagonists.

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In contrast to interpersonal bullying where targets are victimized and undergo severe strain such that they usually exit the employer organization, depersonalized bullying entails a dualistic response where well-being and strain coexist and where approach dimensions compensate for avoidance dimensions such that compromise and trade-off facilitate coping.

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The book advances the nascent concept of depersonalized workplace bullying, highlighting its distinctive features, proposing a theoretical framework and making recommendations for intervention. Furthering insights into depersonalized bullying at work is critical due to the anticipated increased incidence of the phenomenon in the light of the competitive contemporary business economy, which ...

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Workplace bullying is also not carried out by supervisors and superiors alone, but also by co-workers. In all cases, it is a form of power struggle.An Australian study found that almost one in two ...

Here Is Why We Need To Talk About Bullying In The Work Place

The book recognizes that whereas primary level interventions mandate repositioning the extra-organizational environment and/or recasting organizational goals to balance business and employee interests, secondary level and tertiary level interventions encompass various types of formal and informal social support to address targets' and bullies' interface with depersonalized bullying at work.

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