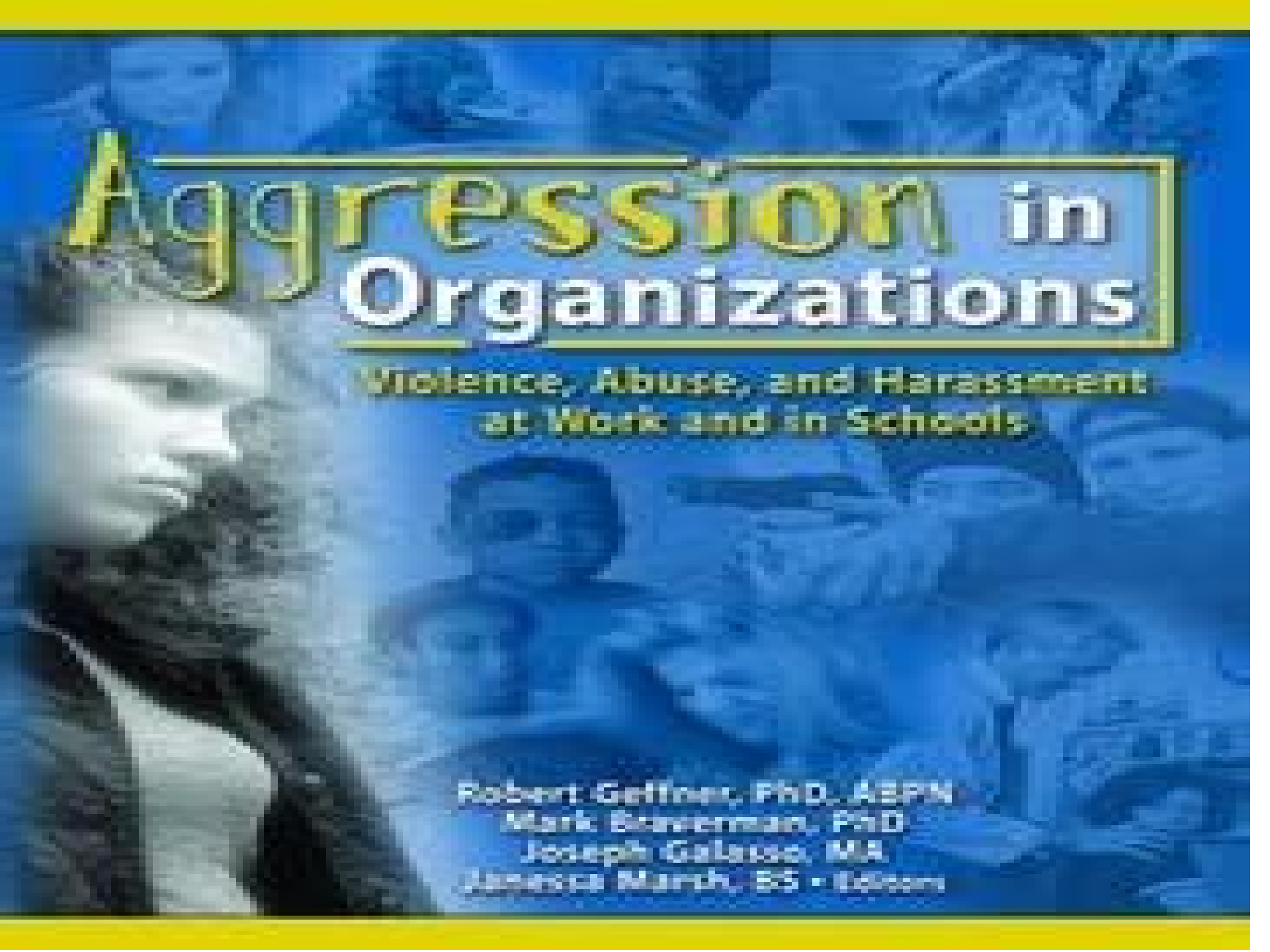
Aggression in Organizations
Violence, Abuse, and Harassment at Work and in Schools
Robert Geffner, PhD, ABPN
Mark Braverman, PhD
Joseph Galaso, MA
Jessica March, BS • Editors

Aggression In Organizations Violence Abuse And Harassment At Work And In Schools

Maureen Duffy,Len Sperry

Aggression In Organizations Violence Abuse And Harassment At Work And In Schools:

Aggression in Organizations Robert Geffner,2004 The articles in this collection discuss violence and abuse at work and in school Contributors discuss practical strategies that foster a sense of safety dignity growth creativity and social support in every organization Topics include the quantitative and qualitative methods that document the long term effects of trauma and the effectiveness of interventions the role of perceptions in gauging workplace hostility a personality test to identify an aggressive personality and much more *Aggression in Organizations* Mark Braverman,2013-01-11 Learn guidelines for diagnosis treatment prevention and intervention As violence and abusiveness become increasingly prevalent in our schools and workplaces our sense of safety suffers a heavy toll Aggression in Organizations Violence Abuse and Harassment at Work and in Schools presents a wide range of research perspectives and approaches to violence and abuse at work and in school Respected authorities discuss practical strategies that foster a sense of safety dignity growth creativity and social support in every organization Topics include the quantitative and qualitative methods that document the long term effects of trauma and the effectiveness of interventions the role of perceptions in gauging workplace hostility a personality test to identify an aggressive personality the role of organizational frustration in forming aggressive behaviors the effects of a teacher s emotional abuse of a student two forms of workplace abuse bullying and mobbing and many more Aggression in Organizations discusses in depth the effects of physical violence sexual and emotional abuse and bullying in various situations and institutions Case studies illustrate examples that bring the latest empirical and applied research into clear focus Insights are revealed into what can be done to prevent a future filled with violence as well as guidelines for treating people affected by aggressive acts Each chapter is well referenced and many include helpful diagrams and tables to enhance clarity Aggression in Organizations presents and explains an overview of workplace and school violence protection a ten year clinical case study of an incident of workplace violence factors influencing women s perceptions of a sexually hostile workplace the emotionally abusive workplace identifying the aggressive personality organizational frustration and aggressive behaviors creating respectful productive workplaces emotional abuse in the classroom adult student sexual harassment a qualitative analysis of students and parents immediate reactions to the shootings at Columbine High School a school wide bullying prevention program for elementary students Aggression in Organizations is essential reading for psychologists educators organizational consultants human resource professionals school counselors and social workers *Monthly Labor Review* ,2012 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews Emotional Workplace Abuse Elina Penttinen,Marjut Jyrkinen,Elisabeth Wide,2019-06-29 Addressing emotional workplace abuse this Palgrave Pivot takes a multidisciplinary approach which combines feminist research on violence with organisation and management studies in order to offer a new approach on workplace violations The book analyses why it is difficult for targets and organisations alike to name and identify emotional abuse and addresses the severe

negative effects of abuse on the targets lives It brings ethical leadership to the fore as a means to foster sustainable organisations Using empirical data and research this book highlights subtle forms of violations that take place in the workplace and provides analysis from the perspective of the target A valuable read for scholars and practitioners involved in organisational management and HRM Emotional Workplace Abuse will help readers to understand the importance of sustainable leadership in preventing emotional workplace abuse *What Have We Learned?* Charmine E. J. Härtel,Neal M. Ashkanasy,Wilfred J. Zerbe,2011-07-29 The theme of this volume What Have We Learned Ten Years On provides a wonderful tour of the ways in which emotions research has advanced the way in which we conceive of work and its possibilities for adding value to life **Research Companion to the Dysfunctional Workplace** Janice Langan-Fox,Cary L. Cooper,Richard J. Klimoski,2007 A work exposing and exploring the phenomena of the dysfunctional workplace is long overdue This fascinating book does just that uncovering the subversiveness counter productive behaviour and unspoken issues that managers struggle with on a daily basis This Companion not only explores organizational dysfunction as it concerns individuals it also examines broader issues of dysfunction and its effects with regards teams managers and organizational systems Lively discussion encompasses the symptoms of distress illness absenteeism and inefficiency that point towards behavioural disorders and system wide malfunction From personality disorders to wars over territory the book chronicles and reveals the true nature of often hidden workplace problems including bullying unethical behaviour loss of trust organizational deviance cowardice workaholism negative humour and emotions personality disorders mismanagement and malfunctioning performance and selection systems So what can be done Practical solutions to these dysfunctional phenomena are presented by international experts from a range of disciplinary backgrounds including management psychology and economics This fascinating highly original book will be of enormous interest to students researchers academics and practitioners across all sectors of business and management human resource management in particular

Bullying and Emotional Abuse in the Workplace Stale Einarsen,Helge Hoel,Cary Cooper,2002-10-03 Over the last decade or so research into bullying emotional abuse and harassment at work as distinct from harassment based on sex or race and primarily of a non physical nature has emerged as a new field of study Two main academic streams have emerged a European tradition applying the concept of mobbing or bullying and the American traditi **Handbook of Workplace Violence** Joseph J. Hurrell,2006-01-24 This is a valuable resource for researchers and practitioners in the fields of Industrial and Organizational Psychology Human Resources Health Psychology Public Health and Employee Assistance Programs It is also an excellent textbook for graduate courses in Organizational Behavior Occupational Health Psychology and Organizational Psychology *International Encyclopedia of Education* ,2009-04-17 The field of education has experienced extraordinary technological societal and institutional change in recent years making it one of the most fascinating yet complex fields of study in social science Unequalled in its combination of authoritative scholarship and comprehensive

coverage International Encyclopedia of Education Third Edition succeeds two highly successful previous editions 1985 1994 in aiming to encapsulate research in this vibrant field for the twenty first century reader Under development for five years this work encompasses over 1 000 articles across 24 individual areas of coverage and is expected to become the dominant resource in the field Education is a multidisciplinary and international field drawing on a wide range of social sciences and humanities disciplines and this new edition comprehensively matches this diversity The diverse background and multidisciplinary subject coverage of the Editorial Board ensure a balanced and objective academic framework with 1 500 contributors representing over 100 countries capturing a complete portrait of this evolving field A totally new work revamped with a wholly new editorial board structure and brand new list of meta sections and articles Developed by an international panel of editors and authors drawn from senior academia Web enhanced with supplementary multimedia audio and video files hotlinked to relevant references and sources for further study Incorporates ca 1 350 articles with timely coverage of such topics as technology and learning demography and social change globalization and adult learning to name a few Offers two content delivery options print and online the latter of which provides anytime anywhere access for multiple users and superior search functionality via ScienceDirect as well as multimedia content including audio and video files

Workplace Bullying in Higher Education Jaime Lester,2013 Higher education leaders managers human resource professionals faculty and staff increasingly face uncivil bullying behaviors in academe This can manifest itself as constant public humiliation by a new department chair exclusion of a contingent faculty member undermining of work performance by a supervisor stalking by a staff member or taunting As higher education institutions continue to face budget issues and external pressure the incidences of bullying are on the rise This edited volume provides guidance on the nature and impact of bullying legal and ethical issues and approaches to assist leaders in facing these challenges in their colleges and universities Research based chapters cover the impact of bullying on the workforce the ways that bullying manifests within different sub cultures and at different institutions including community colleges the legal and ethical issues of bullying and recommendations to address bullying on campus Exploring bullying policies and innovative programs this book provides a better understanding of how to rethink current policies and practices to proactively create more civil cultures Workplace Bullying in Higher Education is a valuable resource for all higher education leaders and professionals on understanding mediating and preventing bullying Workplace Violence Vaughan Bowie,Bonnie S. Fisher,2012-12-06 This book examines some of the key issues around violence at work which have emerged in the new millennium including the events of September 11th 2001 and other terrorist related incidents identifying these as an extreme form of workplace violence It builds upon the expanded typology of workplace violence in Violence at Work Willan 2001 and identifies four types of workplace violence intrusive external violence including terrorism consumer client related violence staff related violence organizational violence This book also addresses some key emerging and controversial issues facing those concerned with

workplace violence including staff who abuse those in their care domestic violence spilling over into the workplace violence against aid and humanitarian workers and organizations who are themselves abusive to their staff and service users as well as oppressive of their surrounding communities Workplace Violence goes beyond the current emphasis on equipping primary responders e g police fire ambulance etc to react to terrorist related and other workplace violence incidents paying attention to the secondary responders such as human services workers managers human resources staff unions occupational health and safety professionals humanitarian aid workers and median staff and their training and support needs **Handbook of School Violence, Bullying and Safety** Jun S. Hong,Heng C. Chan,Annis L.C. FUNG,Jungup Lee,2024-08-06 This Handbook provides cutting edge research on school violence bullying and safety Focusing on contemporary phenomena such as cyberbullying assaults on teachers and gun violence in schools it offers insights into the international prevalence of school violence and how it can be prevented *Bullying and Harassment in the Workplace* Stale Einarsen,Helge Hoel,Dieter Zapf,Cary Cooper,2010-09-22 Previously titled Bullying and Emotional Abuse in the Workplace International Perspectives in Research and Practice the first edition of this bestselling resource quickly became a benchmark and highly cited source of knowledge for this burgeoning field Renamed to more accurately reflect the maturing of the discipline Bullying and Harassment in **Handbook of Bullying in Schools** Shane R. Jimerson,Susan M. Swearer,Dorothy L. Espelage,2009-12-04 The Handbook of Bullying in Schools provides a comprehensive review and analysis of what is known about the worldwide bullying phenomena It is the first volume to systematically review and integrate what is known about how cultural and regional issues affect bullying behaviour and its prevention Key features include the following Comprehensive forty one chapters bring together conceptual methodological and preventive findings from this loosely coupled field of study thereby providing a long needed centerpiece around which the field can continue to grow in an organized and interdisciplinary manner International Focus approximately forty percent of the chapters deal with bullying assessment prevention and intervention efforts outside the USA Chapter Structure to provide continuity chapter authors follow a common chapter structure overview conceptual foundations specific issues or programs and a review of current research and future research needs Implications for Practice a critical component of each chapter is a summary table outlining practical applications of the foregoing research Expertise the editors and contributors include leading researchers teachers and authors in the bullying field most of whom are deeply connected to organizations studying bullying around the world Social Work for Sociologists Kate van Heugten,Anita Gibbs,2015-08-12 Social Work for Sociologists introduces important frameworks concepts models and skills from social work that will help sociologists as they plan their human service careers and will prepare them to tackle social problems with practical solutions Perspectives on Bullying Roland D. Maiuro,2015-11-30 This book featuring acclaimed research articles on cyber childhood and workplace bullying from the peer reviewed journal Violence and Victims provides comprehensive coverage of bullying from expert researchers in the

fields of psychology psychiatry sociology criminology counseling and social work It reflects our broadening perspectives on bullying that go beyond the archetype of the schoolyard bully and addresses bullying in adolescence adulthood the workplace and online settings Authors present research related to predictive factors for bullying victims and perpetrators of bullying and prevention programs They examine the relationship of gender to bullying and how bullying affects educational outcomes Articles address the correlations between those who bully their economic status and family life They discuss the burgeoning issue of cyberbullying an issue for both adolescents and adults that is outpacing the legislation and solutions needed to cope with it Articles consider issues of bullying in China and Germany in metropolitan and rural settings Teachers are not exempt from bullying as discussed in a study of 70 teachers who were bullied by students The articles also cover workplace bullying a common scenario that can have deleterious affects not only on victim and perpetrator but also on the work culture as a whole Key Features Disseminates the most acclaimed research articles on bullying from the peer reviewed journal Victims and Violence Authored by well known bullying experts from varied social science disciplines Covers physical bullying and cyberbullying of adults and children in school the workplace and other settings Presents research related to predictive factors and prevention programs Addresses bullying from an international perspective *Dark Sides of Organizational Life* H. Cenk Sözen,H. Nejat Basım,2023-04-28 Exploring the darkest side of organizations may have a potential to change our previous assumptions about business life Scholars both in management and organizational research fields have shown interest in the bright side of behavioral life and have looked for the ways to create a positive organizational climate and assumed a positive relation between happiness of employees and productivity These main assumptions of the Human Relations School have dominated the scientific inquiry on organizational behavior However the dark side of organizational life may have more explanatory power than the bright side Hostility jealousy envy rivalry gossip problematic personalities dislike revenge and social exclusion are the realities of business life A manager may devote most of their time to cope with conflicts deviant behaviors ambitious individuals gossips and dysfunctional rivalry among employees It is evident that negative events and interactions among employees cost more time and energy for a manager than the positive side of organizational life This edited collection specifically focuses on these issues and will be of interest to researchers academics and advanced students in the fields of management organizational studies and behavior sociology social psychology and human resource management **Mobbing** Maureen Duffy,Len Sperry,2012-02-03 Mobbing Causes Consequences and Solutions addresses the devastating impact that mobbing has on victims their families and the organizations in which it occurs The book provides a fascinating analysis of how organizations can foster mobbing and what can be done to help mobbing victims and their organizations to heal **Work and Quality of Life** Nora P. Reilly,M. Joseph Sirgy,C. Allen Gorman,2012-05-31 Employees have personal responsibilities as well as responsibilities to their employers They also have rights In order to maintain their well being employees need opportunities to resolve conflicting obligations Employees are

often torn between the ethical obligations to fulfill both their work and non work roles to respect and be respected by their employers and coworkers to be responsible to the organization while the organization is reciprocally responsible to them to be afforded some degree of autonomy at work while attending to collaborative goals to work within a climate of mutual employee management trust and to voice opinions about work policies processes and conditions without fear of retribution Humanistic organizations can recognize conflicts created by the work environment and provide opportunities to resolve or minimize them This handbook empirically documents the dilemmas that result from responsibility based conflicts The book is organized by sources of dilemmas that fall into three major categories individual organizational internal policies and procedures and cultural social forces external to the organization including an introduction and a final integration of the many ways in which organizations can contribute to positive employee health and well being This book is aimed at both academicians and practitioners who are interested in how interventions that stem from industrial and organizational psychology may address ethical dilemmas commonly faced by employees *The Social Psychology of Aggression* Barbara Krahé,2013 This text provides an overview of the field of aggression It presents an account of both theoretical and applied issues and explores strategies designed to control reduce and prevent aggression on both an individual and societal level

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