

Emotional Abuse In The Workplace

Joseph J. Hurrell

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 tradition

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.

Emotional Abuse and Neglect in the Workplace Joost Kampen, 2015-09-29 Emotional Abuse and Neglect in the Workplace tackles the big questions: How does emotional neglect of employees affect an organization? How can management effectively manage while restoring an organization's health? When trust is gone, only reliable behavior by senior managers can help - and this takes time. The author explores striking similarities between the symptoms of ailing organizations and abusive or neglectful families. This book explores not only a new theory of neglected organizations, but also a set of methods enabling OD practitioners to restore employees' trust. It also provides diagnostic tools and guidelines for change agents who confront organizational neglect head-on and includes case studies and real-life experiences of OD practitioners.

Mobbing Noa Davenport, 1999 Everyday capable, hardworking, committed employees suffer emotional abuse at their workplace. Some flee from jobs they love, forced out by mean-spirited co-workers, subordinates or superiors -- often with the tacit approval of higher management. The authors, Dr. Noa Davenport, Ruth Distler Schwartz, and Gail Pursell Elliott have written a book for every employee and manager in America. The book deals with what has become a household word in

Europe: Mobbing. Mobbing is a ganging up by several individuals, to force someone out of the workplace through rumor, innuendo, intimidation, discrediting, and particularly, humiliation. Mobbing is a serious form of nonsexual, nonracial harassment. It has been legally described as status-blind harassment.

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.

Analysing Emotional Labor in the Service Industries: Consumer and Business Perspectives Jungkun Park, Weon Sang Yoo, Ki-Joon Back, 2019-12-24

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.

Psychological Violence in the Workplace Emily Schindeler, Janet Ransley, Danielle Reynald, 2016-09-13 Violence is defined by the World Health Organisation as the intentional use of physical force or power, threatened or actual, which either results in or has a high likelihood of resulting in injury, death, or psychological harm. But while physical violence is seen as unacceptable, why is psychological violence still treated as a secondary concern? This timely book challenges the way harm and violence in the workplace have been conceptualised, translated into law and presented in organisational and management discourse. The authors argue that addressing psychological violence warrants a fresh approach that acknowledges the limits of current thinking and that centres on protecting the values of ethical practice and the people who contribute to organisations, productivity, and the community. *Psychological Violence in the Workplace* challenges the status quo and advocates a new approach for understanding and responding to the problem of victimisation at work. This book will be of interest to academics and practitioners in the fields of criminology, victimology, law, human resource management, and workplace health and safety.

Abusive Relationship: Your Guide to Healing From Emotional Abuse in Marriage (Practical Exercises & Trauma Recovery Guide to Identifying and Healing From Verbal and Emotional Abuse) James Haskins, 101-01-01 Emotional abuse thrives in relationships where there is an imbalance of power, and of course, the victim is most times the one who has a lesser share of power. It comes with various manifestations like verbal aggression, manipulation, narcissism, and intimidation, to mention but a few. Emotional abuse comes with adverse effects; some temporary, others permanent. Such effects include death, depression, post-traumatic stress, etc. It is worthy of note that these effects do not immediately appear, but manifest overtime after accumulation. Here is a preview of what you'll learn... • What is an abusive relationship • Types of abuse • Know how to recognize an abusive relationship • Steps on how to recognize an abusive relationship • The cycle of abuse • How to leave and let go • Moving forward with your life • Much, much more! Most people only think of the physical aspects of abuse, but emotional abuse can be just as painful. Emotional abuse, or psychological abuse, is a little more subtle and can be harder to detect. All of us can fall victim to it in our relationships, and its signs may be clouded by other emotions, particularly if these relationships are with people we love and care for genuinely.

***Psychological and Emotional Abuse in the Workplace: a Qualitative Study of Bullying and Mobbing*, 2008**

The Routledge Handbook of Communication and Bullying Richard West, Christina S. Beck, 2018-09-03 The Routledge Handbook of Communication and Bullying provides an essential and unique analysis of bullying and anti-bullying efforts from a communication-based perspective. Drawing on communication theory and compelling empirical research, this volume offers valuable international perspectives of this pervasive concern, examined within varied contexts. In addition to providing exemplary data-based scholarship, the Handbook is comprised of first-hand accounts of those who have been bullied, adding an integral pragmatic and complementary dimension to the topic. This anthology serves as a useful resource for educators,

administrators, managers, and other stakeholders who are challenged with this difficult social issue. Responding to the various charges emanating from the National Communication Association's (NCA) Anti-Bullying Project, this collection constitutes a valuable foundation from which to draw as conversations about bullying continue around the globe.

Preventing and Responding to Violence at Work Kimberly Ann Rogers, Duncan Chappell, 2003 Workplace violence is one of today's most serious occupational hazards. This practical guide offers valuable information on how to systematically design and develop workplace prevention programs and policies. The book approaches the issue from two fronts. First, it demonstrates how workplace violence can be prevented by examining how organizations and groups are handling the problem. It reviews an array of existing guidelines and policies developed by governments, trade unions, special study groups, workplace violence experts, employers' groups, and specific industries and generates a useful survey of best practice strategies. Second, the guide outlines in detail a reliable and effective methodology for developing workplace violence prevention programs which includes: assessing and describing risk; designing, implementing, and monitoring preventive and reactive measures; and reviewing the risk management process. Every worker deserves a safe and secure environment and violence should not be accepted as part of any job. This book presents concrete guidance for combating violence in the workplace while also providing a wider understanding of the factors and conditions that contribute to it.

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*

Workplace Violence Vaughan Bowie, Bonnie S. Fisher, 2012-12-06 Reaching beyond the current emphasis on equipping 'primary responders' - such as police, paramedics - to react to violent incidence in the workplace, this book also addresses the experiences of 'secondary responders' - including managers, human resources staff, unions, humanitarian aid workers - and their training and support needs.

Preventing Violence and Harassment in the Workplace Vittorio Di Martino, 2003 The issues of violence and harassment in the workplace have aroused growing interest across Europe in recent years, yet there is a great disparity in the different EU Member States between awareness and recognition of the problem. This comparative analysis reveals that, while the full extent of the phenomenon remains unknown, a substantial proportion of the workforce is affected. The report looks at the different forms and patterns of violence and harassment in the workplace, describing legal and other initiatives taken in various countries to combat the problem. It presents evidence showing the adverse effects of this problem on individuals, organisations and society, and assesses the potential financial costs at these levels. Factors that may contribute to and even cause violence and harassment are reviewed, while several examples of good practice that have successfully

prevented or managed the problem are presented.

Voice and Silence in Organizations Jerald Greenberg, Marissa S. Edwards, 2009-01-07 Are employees encouraged to speak up or to pipe down? Do they share ideas openly or do they remain silent in ways that are hurtful to individuals and harmful to the functioning of their organizations? This collection of 12 essays addresses these and related issues from a variety of scholarly perspectives.

Research Companion to the Dysfunctional Workplace Janice Langan-Fox, Cary L. Cooper, Richard J. Klimoski, 2007 From personality disorders to wars over 'territory', this book chronicles, unravels and reveals the true nature of problems at work, uncovering the subversiveness, counter-productive behaviour and unspoken 'issues' that management struggle with on a daily basis.

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.

The Dark Side of Organizational Behavior Ricky W. Griffin, 2004-03-22 This new volume in the Organizational Frontiers Series provides a useful organizing framework for better understanding this dark side, provides a perspective for organizing current thinking about the area, and creates an agenda for future theory development and research. It focuses on the causes, processes, and consequences of behaviors in organizations that have a negative impact on the organization, the people in them, and the people and institutions in their environments. Moreover, chapter authors in the volume explicitly address explanations of why such behaviors occur.

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.--

Emotional Abuse In The Workplace Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has been apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book,

aptly titled "**Emotional Abuse In The Workplace**," compiled by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we shall delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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