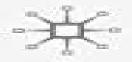
Safeguarding the Organization against Violence and Bullying

An International Perspective

Paul McCarthy and Claire Mayhew



Marian de Souza, LESLIE J. FRANCIS, James O'Higgins-Norman, Daniel G. Scott

Safeguarding the Organization Against Violence and Bullying P. McCarthy, C. Mayhew, 2004-06-18 In this book the authors bring together the extant research evidence on occupational violence and bullying estimate the costs to organizations and the community at large examine the overlaps between manifestation in the broader community and the extent of spillover into workplaces and identity preventive interventions that may safeguard organizations from these threats Opportunities for safeguarding strategies to add value to organizational skills productivity quality and reputation amongst clients investors and government stakeholders are emphasized Safeguarding the Organization Against Violence and Bullying P. McCarthy, C. Mayhew, 2004-06-18 In this book the authors bring together the extant research evidence on occupational violence and bullying estimate the costs to organizations and the community at large examine the overlaps between manifestation in the broader community and the extent of spillover into workplaces and identity preventive interventions that may safeguard organizations from these threats Opportunities for safeguarding strategies to add value to organizational skills productivity quality and reputation amongst clients investors and government stakeholders are **Workplace Violence** Vaughan Bowie, Bonnie S. Fisher, 2012-12-06 This book examines some of the key emphasized 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 Bullying in the **Workplace** John Lipinski, Laura M. Crothers, 2013-08-15 Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits Understanding this phenomenon is important to managers and employee morale Workplace Violence in Mental and General Healthcare Settings Michael R.

Privitera, 2010-04-28 Human Resource Management Sarah Gilmore, Steve Williams, 2012-12-06 This book provides a concise engaging and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners Psychopathy in the Workplace Marie-Line Germain, 2024-04-25 The onset of the pandemic has placed a greater emphasis on mental health with many organizations making it a business imperative to ensure that employees are fully supported Research on mental health in the workplace continues to grow though there is a dearth of scholarly writings taking a micro approach to understanding the impact of negative work environments This three book series explores issues related to personality disorders and work related suicides and the effect on employees and leaders This volume focuses on the harmful effects of psychopathy in the workplace The book is divided into three sections defining psychopathy identifying it through its effects on workplace productivity and performance and understanding how that knowledge can limit its effect With chapter contributions from authors around the world this collection offers global perspectives on the harmful role that psychopathy can play in the workplace Tackling topics such as abusive supervision and workplace bullying this book will advance scholarship related to employee well being employee engagement and counterproductive workplace behaviors **Faculty Incivility** Darla J. Twale, Barbara M. De Luca, 2008-02-04 This important book addresses the prevalence of faculty incivility camouflaged aggression and the rise of an academic bully culture in higher education. The authors show how to recognize a bully culture that may form as a result of institutional norms organizational structure academic culture and systemic changes Filled with real life examples the book offers research based suggestions for dealing with this disruptive and negative behavior in the **Dysfunctional Organizations** David D. Van Fleet, 2024-06-06 Dysfunctional organizations result academic workplace from individual behavior and the cultures they develop Many individuals have directly experienced some form of dysfunctional behavior including trauma from nonfatal workplace violence bullying harassment violence and unsafe work practices These and other unacceptable workplace behaviors pose significant problems in organizations Psychological safety deals with these behaviors and prevents organizations from becoming dysfunctional It may not be the way to prevent dysfunctions but it certainly is a way This book uses simple and direct words to describe forms of behavior that are obstacles to developing psychological safety It then provides practical guidance for what can and should be done to remove those obstacles A unique framework V REEL enables a better understanding of how and why behaviors are associated with dysfunctional organizations It indicates the value of having psychologically psychosocially and physically safe workplaces Its use helps the reader to carefully identify factors that erode or chip away safe workplaces as well as factors that enable or help to create them Leading for Tomorrow Pamela L. Eddy, Elizabeth Kirby, 2020-06-19 Using an engaging case study approach Leading for Tomorrow provides new and emerging college and university administrators with real world examples

that will help them reflect on their own management and communication styles It also offers practical solutions for how to deal with escalating challenges in the field of higher education from decreasing state funding to political controversies on International Perspectives on Migration, Bullying, and School Hildegunn Fandrem, James O'Higgins Norman, 2024-11-25 This edited volume consolidates research from 32 countries in order to address the implications of the recent global wave of migration on educational opportunity and assess links between migration and bullying in Europe and further afield Using data gathered from the European Commission funded TRIBES project Transnational Collaboration on Bullying Migration and Integration at School Level chapters cover first hand accounts policy document analysis and lived experience through comparative themes such as school climate governmental policy diversity and inclusion technology student voice and school design to demonstrate how bullying can be understood as a threat to developing inclusive and diverse schools and societies globally Rooted in a bio ecological model that recognizes the intersectionality of migrant lives ultimately this book will advance collaboration between stakeholders to ensure better integration a reduction in bullying and better safety and well being for refugee and migrant students Reflecting the truly cross disciplinary cross cultural and intersectional nature of the volume this book will be of interest to researchers scholars and postgraduate students in migration and education studies bullying and cyberbullying and the sociology of education Policymakers and practitioners in psychology technology and youth studies more broadly will also benefit from this book Deviant and Criminal Behavior in the Workplace Steven M. Elias, 2013-02-11 Workplace crimes are never far from the news From major scandals like Enron to violent crimes committed by co workers to petty theft of office supplies deviant and criminal behavior is common in the workplace Psychological factors are almost always involved when an employee engages in such behavior Deviant and Criminal Behavior in the Workplace offers insights at the level of the individual employee and also sheds light on the role organizations themselves may play in fostering such criminal behavior The volume considers psychological factors involved in theft and fraud workplace violence employee discrimination and sexual harassment It also analyses a number of variables which can influence such behavior including employee personality employee emotional processes experience of occupational stress organizational culture organizational injustice and human resource management practices The book will be of core interest to those interested in the psychology and sociology of work organizational behavior and human resource Organisational Misbehaviour Stephen Ackroyd, Paul Thompson, 2022-02-23 Misbehaviour at work has management traditionally focused on work limitation pilferage absenteeism and sabotage These remain important but the organisational landscape is changing From new forms of satirical humour and use of social media workplace bullying and sexual misconduct to managerial misbehaviour and its consequences the second edition of Organisational Misbehaviour explores the latest forms of organisational subversion and offers fresh insights into the underlying dynamics of management and organisational processes Drawing from contemporary research this authoritative text is suitable for anyone interested in the study of

management work and organisations Stephen Ackroyd is Emeritus Professor at the Management School of Lancaster University UK Paul Thompson is Emeritus Professor of Employment Studies at the University of Stirling UK Australian Master OHS and Environment Guide ,2007 The first point of reference for all OHS and environmental best practice and strategy providing operational guidance with examples to achieve optimal workplace safety and environmental sustainability

Trouble at Work Ralph Fevre, Duncan Lewis, Amanda Robinson, Trevor Jones, 2012-06-30 This book is available as open access through the Bloomsbury Open Access programme and is available on www bloomsburycollections com Trouble in the workplace whether it is bullying harassment or stress is always in the headlines Yet in many discussions the research and statistics that are cited prove unreliable This book summarizes the largest specialist research programme on ill treatment in the workplace so far undertaken It provides a powerful antidote to half truths and misinformation and offers a new way of conceptualizing trouble at work moving the discussion away from individualized explanations and talk of bullies and victims towards the workplace characteristics that cause trouble at work The biggest problems arise where organisations fail to create a workplace culture in which individuals really matter Paradoxically these are often the organizations which are well versed in modern management practices Protecting Children from Violence James Michael Lampinen, Kathy Sexton-Radek, 2010-09-13 Providing an evidence based understanding of the causes and consequences of violence against children experts in the field examine the best practices used to help protect children from violence Various types of violence are reviewed including physical and sexual abuse cyber bullying human trafficking online predators abductions and war In addition it reviews the various perpetrators of such violence including parents and relatives strangers other children and societal institutions The possible outcomes of such violence including physical injuries death depression anxiety post traumatic stress disorders and damage to the social fabric of the local community are also explored To enhance accessibility each contributor addresses common themes Opening case studies dramatically illustrate the human cost of abuse and neglect Empirically driven estimates of the scope of problem to better understand who is at risk and why Empirically driven testing of interventions to maximize effectiveness of programs How current research compares to public perception and the impact on public policy. The worldwide problem of violence against children Evidence based recommendations for reducing violence against children The book opens with a review of the history of the problem the methodological approaches used to study it and current best practice prevention strategies The methods used to identify peer victims are then explored Next child eyewitness memory is examined including the most effective techniques for maximizing the retrieval of information This is followed by the research on missing and abducted children including the effectiveness of recovery programs such as supermarket campaigns and forensic age profiles Next how the Internet is used in the victimization of children is explored including tips to help protect children online Public attitudes toward sex offender registration laws are then reviewed followed by vulnerabilities that include genetic neuropsychological temperamental cognitive perceptual and social factors

International perspectives on protecting children from violence and global health inequities are then addressed The book concludes with recommendations for future research Contributors are noted scholars from a broad range of disciplines As such the book appeals to researchers and advanced students in developmental counseling clinical cognitive evolutionary and social psychology as well as sociology social work criminal justice education and law enforcement Workplace Michele A. Paludi, 2015-07-28 A team of interdisciplinary experts provides an up to date review of current theories empirical research and management strategies that will help organizations address workplace bullying through both prevention and intervention Workplace bullying is a serious issue that can lead to anxiety depression substance abuse absenteeism sleep disturbances and post traumatic stress syndrome This book has a simple goal to help employers see bullying and stop it It does that by providing organizations with best practices management strategies for bullying prevention and protocols for investigating bullying complaints Part I of the book overviews workplace bullying discussing incidence psychological dimensions and explanatory models It looks at reasons bullies do what they do at the difference between a tough boss and a bully and at the cost of bullying for organizations Equally important are the book s insights into the impact of bullying on employees Everyday problems of employees targeted by bullies at work are illustrated including the resulting psychological distress that can lead to suicide Part II of the work focuses on prevention and coping and on legislation that protects employees including Title VII of the 1964 Civil Rights Act Finally to help both employers and employees the book offers sample anti bully policies and bully awareness training programs and also lists organizations concerned with International Handbook of Education for Spirituality, Care and Wellbeing Marian de workplace bullying Souza, LESLIE J. FRANCIS, James O'Higgins-Norman, Daniel G. Scott, 2009-10-13 Acknowledging and understanding spiritual formation is vital in contemporary education This book explores the dynamic relationship between education and wellbeing It examines the theory underpinning the practice of education in different societies where spirituality and care are believed to be at the heart of all educational experiences The book recognizes that regardless of the context or type of educational experience education is a caring activity in which the development of the whole person body mind and spirit is a central aim for teachers and educators in both formal and informal learning The chapters in this handbook present and discuss topics that focus on spirituality as an integral part of human experience and consequently essential to educational programs which aim to address personal and communal identity foster resilience empathy and compassion and promote meaning and connectedness Emotions in Groups, Organizations and Cultures Charmine E. J. Härtel, Wilfred J. Zerbe, Neal M. Ashkanasy, 2009-07-09 The study of emotions in organizations is unlocking exciting insights into why employees behave as they do in groups organizations and in different cultural contexts This title showcases a collection of the work advancing knowledge and practice in these areas Pastoral Care 11-16 Noel Purdy, 2013-03-14 How can teachers deal with the growing pastoral needs of pupils aged 11 16 in schools This critical guide explores the pastoral role which teachers play in

schools and argues that today s schools continue to offer children an invaluable source of support This guide explores a number of serious pastoral issues drawing on contemporary research to outline the impact which these issues can have on children aged 11 16 and offering practical strategies for providing support on a whole school and individual classroom level Consideration is also given to how schools can use the curriculum proactively to help pupils be more prepared to deal with serious pastoral issues Topics dealt with include supporting children who are experiencing separation or divorce helping to prevent and deal with bullying including cyber bullying identifying and responding to possible child abuse understanding the impact of domestic violence supporting children through bereavement responding to self harm and suicide This is the essential guide for those training to teach in the secondary sector and for practicing teachers who have recently taken on pastoral responsibilities

Reviewing **Safeguarding The Organization Against Violence And Bullying An International Perspective**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "Safeguarding The Organization Against Violence And Bullying An International Perspective," an enthralling opus penned by a highly acclaimed wordsmith, readers set about an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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