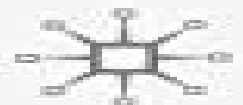


# Safeguarding the Organization against Violence and Bullying

An International Perspective

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Paul McCarthy and Claire Mayhew



# Safeguarding The Organization Against Violence And Bullying An International Perspective

**A Gutmann**



## **Safeguarding The Organization Against Violence And Bullying An International Perspective:**

**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 identify 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

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*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

*Workplace Violence in Mental and General Healthcare Settings* Michael R. Privitera, 2010-04-28

**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

**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 **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

**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 academic workplace

**Dysfunctional Organizations** David D. Van Fleet, 2024-06-06 Dysfunctional organizations result 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 When faculty climb the ranks into leadership positions they come with years of knowledge and experience yet they are often blindsided by the delicate interpersonal situations and political minefields they must now navigate as university administrators What are the specific skills that faculty need to acquire when they move into administrative positions and how can they build upon their existing abilities to excel in these roles What skills can other mid level leaders learn to help in their positions Using an engaging case study approach Leading for Tomorrow provides readers with real world examples that will help them reflect on their own management and communication styles It also shows newly minted administrators how they can follow best practices while still developing a style of leadership that is authentic and uniquely their own The book s case studies offer practical solutions for how to deal with emerging trends and persistent problems in the field of higher education from decreasing state funding to political controversies on campus Leading for Tomorrow gives readers the tools they need to get the best out of their team manage conflicts support student success and instill a campus

culture of innovation that will meet tomorrow's challenges

**Organisational Misbehaviour** Stephen Ackroyd, Paul Thompson, 2022-02-23 Misbehaviour at work has 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

*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 management.

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](http://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.

International Handbook of Education for Spirituality, Care and Wellbeing Marian de 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

**Handbook of Qualitative Research Methods on Human Resource Management** Keith Townsend, Rebecca Loudoun, David Lewin, 2016-08-26 This Handbook explores the opportunities and challenges of new technologies for innovating data collection and data analysis in the context of human resource management Written by some of the world s leading researchers in their field it comprehensively explores modern qualitative research methods from good project design to innovations in data sources and data collection methods and finally to best practice in data analysis

Safeguarding, Child Protection and Abuse in Sport Melanie Lang, Mike Hartill, 2014-07-11 The safeguarding of children and young people participating in sport has become an increasingly prominent concern in policy making and research communities around the world Major organisations such as the IOC and UNICEF now officially recognize that children in sport can be at risk of exploitation and abuse and this concern has led to the emergence of new initiatives and policies aimed at protecting vulnerable young people and athletes This book is the first to comprehensively

review contemporary developments in child protection and safeguarding in sport on a global level The book is divided into two parts Part One critically analyses current child protection and safeguarding policy and practice in sport across a range of countries including the US Canada the UK Australia China and Germany providing a global context for current policy and practice This represents the most comprehensive review to date of the landscape of child protection and safeguarding in sport and provides a starting point for critical international comparisons Part Two explores a range of issues related to child protection and safeguarding in sport including many not covered in previous books such as emotional abuse injury and over training While in many instances the impetus for policy in this area has arisen from concerns about sexual abuse the second part of this book therefore opens up a broader more holistic approach to child and athlete welfare By bringing together many of the leading researchers working in child and athlete protection in sport from around the world this book is important reading for all advanced students researchers policy makers or practitioners working in youth sport physical education sports coaching coach education or child protection

*Protecting the World's Children: public health, human rights, capabilities* ,2025-01-21 The safety and protection of all children now and in the future is of paramount importance for the well being of both humankind and the planet Currently the world s children are experiencing unprecedented levels of uncertainty and insecurity taking a significant toll on their physical and psychological well being The COVID 19 pandemic caused widespread instability while inequity and injustice are becoming increasingly apparent The rise of authoritarian regimes coupled with the devastating impacts of climate change as well as wars civil unrest and loss of livelihoods have led to increased forced migration and exploitation of vulnerable populations Furthermore geopolitical developments as well as rising costs of living and fears of a global recession pose significant threats to the advancement of child rights Despite these setbacks considerable progress has been made in improving the rights and wellbeing of children For instance polio has almost been eradicated globally and school enrolment levels are beginning to recover following the COVID 19 pandemic These are positive signs of our ability to work together to tackle entrenched social problems that affect children This progress indicates that practical solutions can be implemented to create better opportunities and conditions This book seeks to bring cohesion to the fragmented field of child protection with a new global approach and framework The approach is rights based public health focused and seeks to enhance the capacities of all children by keeping them safe and protected The aim is a childhood free from violence and one in which children s voice and agency according to their age and maturity are recognized Whether the reader is actively engaged in these issues or personally curious valuable perspectives on the current landscape of child protection are offered The highlighting of the profound impact of climate change poverty conflict and exclusion on the lives and protection of children makes it a timely contribution to the literature Written by an international group of experts and practitioners the chapters address the most pressing concerns in this complex area including labour trafficking migration adoption foster care and alternative care war natural disasters and various forms of

violence The chapters are categorized under three distinct headings advancing a fresh perspective on child safety and protection addressing the challenge and charting the path forward Throughout the work the authors emphasize the underlying principles of children s rights systemic approaches to prevention tackling adverse social norms and addressing the challenge of insufficient resource allocation

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