

Building a Culture of Respect: Managing Bullying at Work (Issues in Occupational Health)

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Bullying is an increasing problem in the workplace. It is estimated that five million workers are bullied each year in the UK, and that one in four employees is aware of colleagues being bullied. Bullying creates significant health problems for employees and, despite this, there is a conspicuous absence of published material on why these behaviors occur, how their occurrence can be reduced, and what can be done to help the victims.

Building a Culture of Respect focuses on the development of organizational cultures that promote the dignity of all employees, which have the power to reduce the incidence and impact of bullying. The creation of an organizational culture of respect requires an integration of organizational policies, processes and interventions. Written by a group of experienced academics and practitioners, this collective volume allows theory to be integrated with evidence and practice in an approach that can be used to inform organizational management, unions, human resource managers, lawyers, general practitioners, occupational health psychologists and counselors on the most effective ways of addressing bullying at work.



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