How bullying can impact the workplace

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 Bullying is common everywhere. It is so pervasive that no place can even escape the brunt of it. Even workplaces are not immune to bullying and intimidating experiences. Now and then, this phenomenon of bullying happens and hampers the working environment in any organizations. Workplace bullying is much common in today's world where life offers different complex situations. It is an ineffective and inefficient pattern of psychological harassment which has serious repercussions in essence. Several researchers and human psychologists have illustrated that bullying hampers the amount of work done in an organization. Different situations have their kind of bullying experiences as sometimes it is not much obvious and evident (Glambek, Einarsen, & Helge, 2018). Sometimes, this bullying experience is non-verbal, but a repeated one. Many practices are common in this regard that amounts to this unauthorized and illegitimate experience; however, many solutions are also available to counter bullying experience in the workplace.

#  Practices of workplace bullying

This workplace bullying has several forms and many potential targets. Several reports suggest that people who are bossy are habitual of intimidating others under the label of their authority and position. The reports also suggest that women and vulnerable groups are more susceptible to this bullying in the workplace. Some irresponsible employers heavily employ these myriad bullying experiences. In this vein, it is exhibited when someone from the top echelons of organization misuses it to victimize and harass others. The practices of singling out, denying opportunities, twisting the facts, and marginalization occurs in such hostile working environments which are characterized by bullying (Glambek et al., 2018). I have had this bullying experience in my workplace where my work and talent were unrecognized in a way that appeared so demeaning to me. My seniors used to doubt my potential and undermined it most of the times. This psychological experience was so troubling for me as I felt caged. Moreover, I was also marginalized in that working environment. People were habitual of isolating the young professionals in that organization and it was negative in effect.

These practices of bullying are not helpful in any way. On one side, they curb the potential of an individual, and on the other side, they harm the effectiveness of that very organization where bullying is prevalent. An employee is the assets of any organization and this necessitates their proper handling. Bullying affects the overall performance of the organization (Creasy & Carnes, 2017) in a way that it hinders the teamwork, and cordial environment in the firm.

# Techniques to provide a positive impact on workplace bullying

Every problem comes with a solution. This holds for every process and every structure in the world. This problem of bullying is so pervasive and potent that no one can deny its ominous side. In this context, there are varied techniques to deal with this troubling experience of bullying in the workplace, but this is a time- consuming process. To have a positive working environment, it is very necessary to be clear-headed in key elements. The first technique to stop bullying at the workplace is to put a clear policy in action. This policy has to be very precise in goals and objectives. The effective organizational policy needs to be devised in a way that it synchronizes the concerns of everyone at the workplace, irrespective of their position (Gillen, Sinclair, Kernohan, Begley, & Luyben, 2017). The second important aspect is to put that policy into action to analyze its effectiveness. The proper assessment has to be done to check its relevance and efficiency. Moreover, there have to be stringent penalties for the harassers, so others take a lesson and control their behavior. This is very important to identify the adequate resources and solutions that would best match the organizational structure. Perhaps this is the way to reform workplaces in this modern age.

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