



An overview of workplace bullying and How an HR manager deal with this challenge

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An overview of workplace bullying and How an HR manager deal with this challenge
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Abstract :

The objective of this research paper is to know about bullying at workplace. Workplace bullying is becoming major issue in organization whether it is government Private, small or large organization. It can occur whenever People work together in all types of workplace. This Paper cover the meaning and types of workplace bullying, what behavior constitute as workplace bullying and what activity does not consider as workplace bullying, How it impacts employee and employer of an organization and How a Human resource manager can handle these behavior in organization. What responsible actions should be taken by an HR manager.

Key Words :

Bullying, Harassment, Workplace conflict.

Introduction :

The word workplace bullying is itself self declaratory. It seems that everywhere we look these days cases of bullying in the headlines. Workplace bullying is a Persistent and pointless behavior of an individual in an organization or can be the behavior of subordinates regarding an employee or group of employee, which is done to domineer displease and generate mental and health threat of employee. Bullying can be direct or indirect. It is a serious issue sometimes it is hard to know that bullying is happening at in workplace. Some people who have dominating nature are generally bullying others at workplace. These people are called bullies. Bullies can be Supervisors, Subordinates or co-workers. They continuously criticize Someone's work give negative Comments on Someone's job which harm the mental state of employee.

Objective of the Study :

- To know about bullying at workplace
- To study that how an HR manager deal with workplace bullying.

Research Methodology :

This research Paper is based on secondary data which are collected from books and newspapers

What Behaviors' Constitute Bullying at workplace :

- Avoid Someone's idea
- Yelling at Someone
- Watching Someone's work exceedingly
- Spread false information about someone
- Humiliate someone
- Make practical jokes on someone
- Undue Criticism
- Detach Someone socially
- Blaming someone without reason
- Demoralize someone for his/her work
- Verbal abuse
- Discriminating Someone on the basis of Colour or caste
- Building up impossible deadlines
- Pulling out responsibility area without any reason
- No Appreciation even for the best job
- Establishing tough rules

What Activities are not workplace bullying at workplace :

- A single incident of reasonable behavior
- Sexual harassment
- Workplace Conflict

Types of Workplace Bullying :

Verbal Bullying :

Verbal Bullying includes backbiting, abusing words, Making jokes on Targeted person, giving insulting words, ridiculing and defaming a Person.

Physical Bullying :

This type of bullying includes activity of Pushing, hitting Kicking, Poking , Tottering, Beating and damaging to workplace area.

Gesture Bullying :

Gesture bullying is not verbal. It is non verbal facial expressions that can convey threatening or hurtful messages.

Exclusion :

This type of bullying is different from other kind of bullying this bullying includes activity of socially isolating a Person in workplace.

Impact of Workplace Bullying :

Workplace bullying effects employee's health and mental state. Being a victim of bullying an employee can face physical and psychological health problems which includes stress high blood Pressure, anxiety, sleeping disorders, depression, Pressure, panic attack, anger, feeling helplessness, low moral and loss of self esteem. Some time it can be cause of suicide.

Workplace bullying affect employer and organization as well as employee. Bullying at workplace may cause of increased turnover of employee and health leave. It can reduce Productivity of organization and increase additional cost to recruit new employees. Bullying make poor public image of organization and create negative publicity too.

How an HR Manager deal with workplace bullying :

An HR manager has duty of care for all his employee to prevent bullying. HR manager have to educate his employee on respect of workplace bullying, create polices that Protects employees from bullying behavior. HR manager should treat every Complaint about bullying activity seriously and remind procedure to file a complaint atleast once in a year. HR manager should give specific training to supervisors on anti bullying Procedures. He should talk to employees and supervisors time to time and ask about the work environment. HR manager can handle bullying activities by taking reasonable management actions which includes reasonable allocation of working hours, set performance goals, design safe system of work. Provide trainings; treat similarly every employee, accepting opinions of employees etc. A Successful HR manager has quality to handle their employee's relation.

Conclusion :

The above study Shows meaning and types of bullying at workplace, It also reveals that bullying at workplace is a serious issue that can have massive impact on employees, employer and organization. This issue should be taken by an HR manager as a Challenge. A successful HR manager can reduce bullying at workplace by taking right actions at the right time. He can create a healthy and safe environment in organization which can take an organization to its heights.

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