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Academic bullying: chaos or abuse of power?

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Abstract

Bullying is one of the growing problems in all organizations, that affects the willingness of the persons to do their work, which could have an effect on the morale of the workers, as well as financing of a company. Owing to abuse, it is difficult to detect and curb bullying in the workplace. Often; it is usually done in secret, usually out of sight of managers and colleagues.

Keywords: Bullying, Academic, chaos, higher education



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Introduction

Since the 1990s, interest in bullying in the workplace has gradually increased, with a focus on recognizing its causes, the incidence of various occupations and countries. The phenomenon of bullying was first described in 1984 by the Swedish researcher Heinz Leymann. Leymann describes workplace bullying as an aggressive and unethical form of communication that takes place at least once a week for at least six months (Leymann, 1996). Many studies have found the high rate of bullying in higher education (mainly in the university environment) and its impact, as well as the characteristics of traditional bullies and victims. Bullying in higher education may be found in three areas, competition, dominance, and power. (Giorgi, 2012; Keashl&Neuman, 2010; Lampman et al., 2009; Twal, 2017).

Various scholar discusses workplace bullying as aggressive and unethical communication that occurs at least once a week over at least 6 months (Leymann, 1996) by peers or supervisors, against whom the defense or retribution is hindered by the knowledge of a formal or informal power imbalance (Spagnoli and Balducci, 2017; Einarsen et al., 2011, Leymann, 1996).

Furthermore, deceased Tim Field (1996), was a pioneer in the field of workplace bullying studies, he found that the following behaviors as symptomms of bullying:

Bullying is manifested as the offender's rude verbal or non-verbal communication, with no intention of harming the victim, and disrespect for his dignity. Namie and Namie (2009) suggested the following dimensions of Bullying based on their research survey:

- Verbal abuse
- Abuse of power
- Interference with job performance
- Workplace relationship's destruction.

In addition, bullying usually includes continuous incidents or behavioral patterns designed to threaten, offend, insult, or insult a single person or group of people. (Namie& Namie,2009). Recently, more and more reports have pointed out that bullying is a serious problem in the global work environment. Administrators all over the world regard it as a crucial issue. (Jaafar et al., 2017; Einarsen et al., 2011).

Workplace bullying has been associated with many negative outcomes related to the person, the co-workers who witnessed the situation, and the organization itself. At the personal level, research has shown that there is a negative correlation between his, her, their, etc. workplace bullying, mental health, and life satisfaction. Victims of bullying are extremely vulnerable to depression, anxiety, sleep problems, burnout, and physical and



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mental health complaints (Einarsen et al., 2011; Hauge et al., 2010; Nielsen, 2008)

Numerous researchers, study workplace bullying and pointed out that this phenomenon refers to the prolonged and repetitive negative conduct of work directed towards one or more workers who are unable to protect themselves. This kind of bullying will bring multiple negative results to relevant employees (Einarsen et al., 2011; Leymann 1996, Einarsen and Mikkelsen, 2003, Hoel et al., 2003). Thus, studies have shown that workplace bullying at the organizational level, leads to bullying incurs costs, impacts efficiency, and prestige, and turns an organizational atmosphere into one of fear and animosity. Furthermore, it will lead to a high level of job dissatisfaction, employee turnover, as well as increased rates of sick leave (Rodríguez et al., 2009; Hogh, 2011; Hofstede, 1984).

Moreover, various scholars reported that workplace bullying is a relevant problem in a different type of organization, with the highest prevalence recorded in the social and health sectors, public administration, and education (Einarsen & Skogstad, 1996; Hoel & Cooper, 2000; Zapf et al., 2003). Workplace bullying was discussed in the second Royal Hospital International Conference that was conducted at Oman Convention and Exhibition Center, speakers of the conference pointed out that the organizations should generate a safe workplace environment where employees feel valued and learn to improve themselves without fear of bullying or abuse. (Oman Observer)

What to Do??

First of all, we agree that early intervention is the key to preventing situations from occurring and escalating to more aggressive actions, and bullying. Furthermore, there is a crucial need for legislation and policy to build the faculty awareness, skills, provide support for them, and sometimes resolve their situations. In addition, the procedures and protocols need to be used in workplaces at the organizational level to address the causes of such bullying and prevent such situations.

CONCLUSION

Finally, we may say that violence, non-cooperation, name-calling, and deep-seated anger are various facts of workplace bullying. The tragic and alarming part of this that it thrives largely out of rebuttal and secrecy. Many employees are unaware of bullying; they think it is a hazard to the workplace. Bullying occurs when an individual or a group of people with greater power or power continues to intentionally cause harm or harm to another person or group of people who feel unable to respond.

It is difficult to differentiate between his, her, their, etc. workplace bullying because it appears as feedback when someone repeatedly makes negative comments about someone else's response and tries to convince them that it is for their benefit.



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