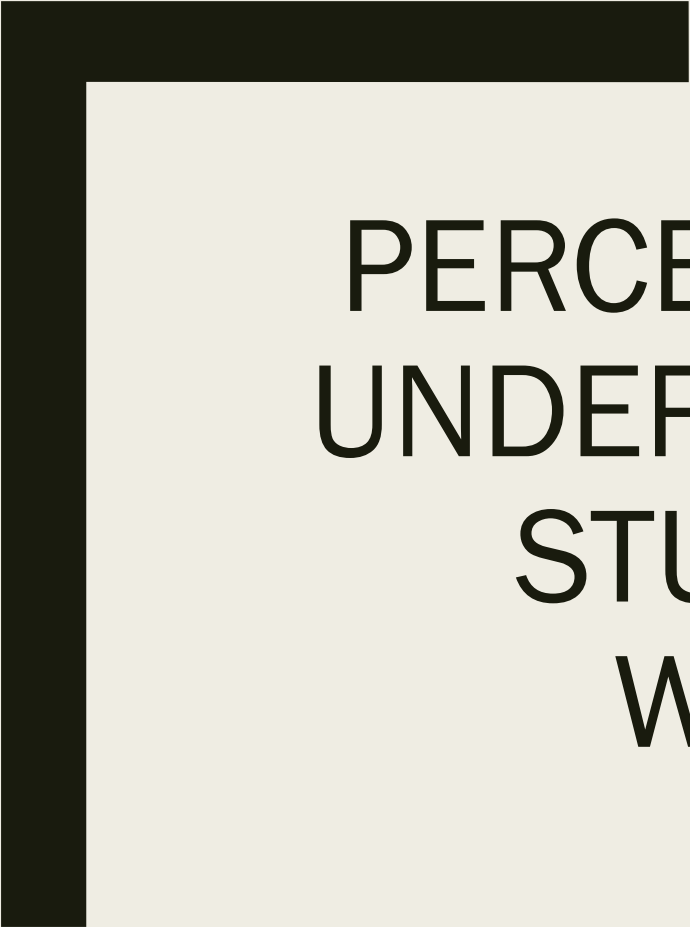


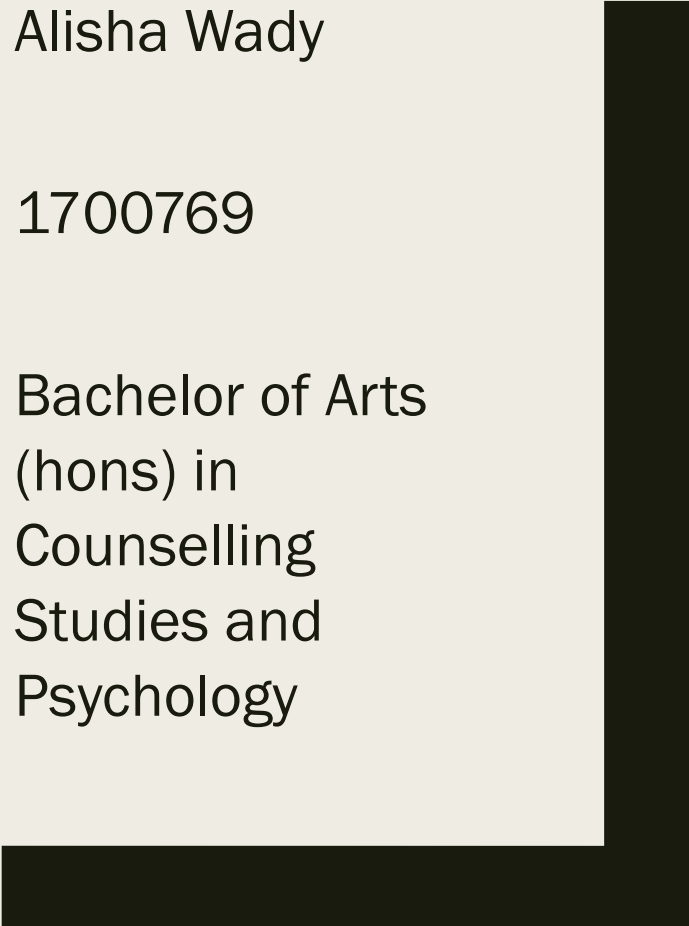


PERCEPTIONS OF UNDERGRADUATE STUDENTS ON WORKPLACE BULLYING

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Background - Workplace Bullying

- 5-30% of European work environments have dealt with types of workplace bullying within the last six months (Glaso et al., 2011).
- Sexual harassment is a powerful and damaging factor for those who deal with this. It is often portrayed in the news media as a gender-biased phenomenon (McDonald & Charlesworth, 2013).

Background – Workplace Bullying & Nursing

- Newly licensed nurses are more likely to be victims of bullying – four themes of analysis: structural bullying; nurses ‘eating their young’; being out of clique; and leaving the job (Simons & Mawn, 2010, p. 74).
- Bullying amongst nurses can result in major mental health problems, like stress, depression and anxiety (Lee et al., 2014).

Background – Gendered Workplace Bullying

- It has been discovered by researchers that 65% of females are bullied more than men (Keashly, 2012, p. 78; Agarwal, 2018).
- Gender bullying can often relate back to a person's power, for example gender role socialisation theory and social identity theory (Salin & Hoel, 2013; Lumen 2017).

Research Questions

1. Students' beliefs about workplace bullying and how it can affect a victim's physical, and emotional health and well-being;
2. Students' perceptions of the ways in which workplace bullying in the nursing profession is portrayed in the news media; and
3. Students' perceptions on how gendered workplace bullying is interpreted in the news media.

Methods Section

- Eight participants were interviewed: 6 female and 2 were male – age range 19 to 51
- University Students who have an interest in workplace bullying within the news media
- Qualitative open-ended questions with 10 news articles based upon workplace bullying
- Pilot study; Data collection; Procedure using consent and debrief forms

Results & Main Findings

- Thematic Analysis (Braun & Clarke, 2006)
- Superordinate themes – subordinate themes:
 - 1. Emotional well-being → Stress; Quitting; Value-Identity; Workplace Pressures; Mental Hardship
 - 2. 'The Norm' → Expected; Accepted Assumption; Deviation from the Norm
 - 3. Realisation → Statistics/figures; Ineffective System; Legislation and Policies; Expectation
 - 4. Gender → Wage Gap; Inequality; Female Orientation; Gender Neutral

Discussion, Conclusion & Recommendations

- Healthcare professionals to experience mental health. E.g. stress, anxiety, depression (Lee et al., 2014)
- 90% of nurses who participated in the study were female (Ovayolu et al., 2014)
- Weiss & Cropanzano (1996) contradict.
- The role of workplace bullying within nursing, is observed by the participants as having a negative impact among the news media.
- (Ovayolu et al., 2014; McDonald & Charlesworth, 2013)

Researcher Reflections

- Success rate of student's responses were significant.
- Suggestion of further research is needed:
 - A follow-up study on the perceptions of nurses and students;
 - Using a focus group instead of one-to-one interviews – help to improve the conversation flow.
- Overall, the dissertation has revealed insight into a student's perception of workplace bullying amongst nurses and how it is interpreted.

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