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Bullying in the Workplace

Causes, Symptoms, and Remedies

**Edited by John Lipinski
and Laura M. Crothers**



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impressed with that aspect for\$55The book has great content and the links work That's the bright spot

Bullying in the workplace is a phenomenon that has recently intrigued researchers studying management and organizational issues, leading to such questions as why it occurs and what causes such harassment. This volume written by experts in a wide range of fields including Industrial and Organizational psychology, Counseling, Management, Law, Education and Health presents research on relational and social aggression issues which can result in lost productivity, employee turnover and costly lawsuits. Understanding this phenomenon is important to managers and employee morale.

"Editors Lipinski (Middle Tennessee State Univ.) and Crothers (Duquesne Univ.) have compiled a well-researched, comprehensive volume on workplace bullying. Academics from a variety of disciplines contribute informative essays that span research and practice. ... The present volume is timely in addressing a significant societal issue as it relates to the workplace. Summing Up: Recommended. Upper-division undergraduate through professional collections." - G.E. Kaupins, Boise State University, in CHOICE, March 2014 "Workplace bullying is receiving international attention as a growing problem affecting employee morale, customer satisfaction, and organizational results. What is bullying? Who does it? What encourages it? What can be done to prevent and manage it? This timely book by Professors Lipinski and Crothers provides a comprehensive and insightful look at the state of our knowledge about workplace bullying and how to address it. Bullying in the Workplace will help academics and managers to define bullying, develop and implement practical programs that prevent it, and intervene successfully when it does occur. For researchers, it provides a foundation to build on in developing a better understanding of bullying and improving the means by which we can address it. For practitioners, it offers a comprehensive guide to issues ranging from identification and intervention to education and prevention. It is a must-read for anyone studying the phenomenon, as well as for all of us working on a daily basis to address it in our own organizations." -- Eugene W. Anderson, Ph.D., University of Miami "This is an extremely interesting and timely analysis. Who hasn't been the victim of a bully at one time or another? When you think you've left something like this in your past, all of a sudden you are confronted with it again -- only this time it's an adult supervisor or colleague in the work environment. I'm not a psychologist but this book helped me with understanding the 'why' of this terrible behavior." -- Stewart C. Ross, Executive Director, Southeast Business Forums, LLC

About the Author John Lipinski is an Associate Professor of Management at Middle Tennessee State University, Murfreesboro. He earned his Ph.D. in Business Administration from the University of Pittsburgh in 2007, his M.B.A. from the University of Michigan in 1997, and his B.A. from the University of Pittsburgh in 1993. Prior to starting his academic career, Dr Lipinski held managerial positions with companies such as Procter Gamble, Warner Lambert, and PNC Bank. He continues consulting with both large, established corporations and startups. His publication record includes 19 peer-reviewed journal articles and he regularly presents at regional and international management conferences. Dr Lipinski's work explores topics in management, technology commercialization, and corporate strategy. Laura M. Crothers is a Professor of School Psychology at Duquesne University, Pittsburgh. She received her D.Ed. in School Psychology in 2001, her Ed.S. in School Psychology in 1997, and her M.Ed. in Educational Psychology in 1995 from Indiana University of Pennsylvania. She received her B.A. in Psychology from Grove City College, Pennsylvania, in 1994. Dr Crothers has been named a national expert in childhood bullying by the National Association of School Psychologists, and serves on several journal editorial boards. Dr Crothers is the author of over 50 peer-reviewed manuscripts, monographs, and book chapters, five books, and has conducted presentations regionally, nationally, and internationally. Dr Crothers has contributed to the source literature by studying bullying in children, adolescents, and adults.