MAJOR RESEARCH PROJECT

ON

Exploring the interrelationship between workplace nonviolent behavior and workplace bullying

Submitted by: MBA (GENERAL), SECTION- B

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CERTIFICATE

"This is to certify that Sakshi Gupta (2K20/UMBA/61), Vacha Sikka (2K20/UMBA/72), Manmeet Kaur (2K20/UMBA/80) and Divij Arora (2K20/UMBA/84), students of MBA SECTION- B has successfully completed the project entitled as Exploring the interrelationship between workplace nonviolent behavior and workplace bullying under my guidance, in partial fulfilment of end semester examination conducted at the University School of Management and Entrepreneurship, New Delhi- 110095"

Dr. Naval Garg   Date: 04-05- 2022

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DECLARATION

"We are here to present this major reporting project, entitled" Exploring the Interrelationship between Nonviolent Behavior & Bullying in the Workplace, "as part of the study of the MBA program at the Delhi Technological University. Declare what has been done the material for this project is based on our research, which is recognized on the reference page. The work done in this major research report has not been submitted to other universities or research institutes to confer a diploma / degree."

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ACKNOWLEDGEMENT

EXECUTIVE SUMMARY

Purpose – Unfortunately, violence is very common in the organizations, but researchers Practitioners pay little attention to building a nonviolent-based organizational culture. The purpose of this article is to explore the relationship between personal, spirituality and nonviolent work. Action. It also has four components of psychological capital: hope, optimism, and Resilience and self-efficacy.

Design / Methodology / Approach – The data collected is rigorous reliability, validity, and Bias test of the general method. Further mediation is analyzed using regression, Correlation the Results show that the relationship between workplace bullying and nonviolent behavior in the workplace. Practical the theoretical implications of research are also being discussed. Survey Limitations / Impacts-Surveys provide important results, but are certain.

Limitations that can be addressed in future research. First, psychological capital has the following conditions The composition, participants' responses can change from time to time, leading to bias. Second, research Limited to manufacturing, IT, and financial institutions only. Can be duplicated in other sectors. For future researchers can use both quantitative and qualitative methods explore the field. Even experimental studies can help you understand this working behavior. The survey was conducted by a corporate organization and its purpose is not limited to the situation in the workplace which is Relevant to all industries and all domains. Practical Meaning-The result is individual spirituality Non-violent behavior at work. That a manager, executive, politician, or organization Development practitioners need to promote and implement workplace spirituality in a spiritually-based manner Interventions such as meditation, yoga, and various other mindfulness practices. Also, systematic training, that is considered essential for human resource development must achieve spiritual development Programs and their impact on organizational outcomes. Organized interventions that promote mindfulness practices, yoga, and meditation are improved Empathic and compassionate listening, nonviolent communication through meaningful dialogue, by connecting employees with universal human values / needs. Social Impact – The main purpose of this study is rather

to promote conflict prevention in society. As a dispute resolution. With the help of research, the author understands the spiritual importance Intervention and its impact on raising people's values, beliefs and attitudes. Large organizations have already begun developing mental interventions. A great opportunity to benefit from India's rich spiritual tradition of respect for unity Diversity. In addition, it enables organizations to connect employee behavior with spiritual values. It helps to overcome the cultural conditions that drive violence and create a more meaningful workplace. This is a way to influence society from a macro perspective.

INTRODUCTION

Bullying is not limited to teens and courts. Adults can also be bullied The workplace is one of the main places where this happens. Bullying at work is much less As an institutional bullying, and some of the advanced research on the subject is being done India based on research by various researchers. Definitions Bullying in the workplace is more difficult than bullying in an organization. It sexual, Race and other forms. At work, bullying can take the form of publicly despising the opinions of others. Embarrassment and coercion, abuse, separation, overwork, unjust removal Customs duty. For example, more than 40% of US workers report having encountered psychological hostility. According to a survey, he worked the previous year. An additional 13% or 15 million workers Get emotional attacks every week. Bullying in the workplace has many harmful effects on both victims and affected people. Audience. Lower job satisfaction and engagement, higher levels of stress, and lower sensation The effects on well-being and many unfavorable health are all consequences. result Bullying related to bullying can have a chain effect that affects not only friends but also friends A family that is not part of the victim's work. Workplace violence is an increasingly serious global problem. There has been one in the last few decades A surprising increase in workplace violence and aggression. Physically and psychologically employees Deterioration of health as a result of workplace violence and reduced morale and motivation, Threatened, unpleasant, humiliating, or shameful workforce, absenteeism and layoffs, and Work satisfaction and performance are reduced. Universality and seriousness of violence in the workplace Ambitious scientists and practitioners dealing with different forms, causes and methods Resolve violent behavior. Unfortunately, most of the research so far has focused on conflict. Determination, hostility in the workplace, deviant behavior, A corporate culture based on Ahimsa (non-violence). One of the most common causes of such The staff mistakenly emphasizes that they believe that historical concepts are irrelevant.

As a result, nonviolence is perceived as a faraway reality by major people.

Experts say, however, that businesses should seek to be associated with a nonviolent culture that includes the essential human qualities of compassion, understanding, trust, love, mutual respect, and forgiveness. Nonviolence does not just imply the absence of violence.

However, it also entails developing a resilient workforce that maximizes human potential. Employees sometimes follow rules and regulations because of fear or compulsion, despite management's assumption that "no violence, no conflict, and no aggressiveness" is a hallmark of a healthy organization. In the long run, the latent hatred and aggression may cause instability for the organization.

An organizational culture based on nonviolence work ethics not only transforms employee's behaviors and attitudes but it also brings a positive cultural shift, which may reduce power tussle, throat cut competition, office politics and other deviant behaviors at work. Thus, this becomes all the more peremptory to study nonviolence in the context of the workplace.

Bullying at work

Bullying consists of abusive, intimidating, malicious, and / or abusive behaviors that have the purpose or effect of injuring, humiliating, or scaring others. Unlike harassment and victims, it should not constitute abuse or abuse of power. The act does not have to be related to the protected traits of the target person. Bullying can be done in writing via phone, text, email or social media. Bullying can be recognized by the following actions Ignore opinions and opinions

1. Dealing with unmanageable workloads
2. Deliberate weakening of competent employees through constant criticism
3. Shame on employees in front of others
4. Deliberately reject promotion or training opportunities
5. Setting an unreasonable or impossible deadline

According to UNISON, afflicting the work environment is characterized by resolutely hostile, horrifying, humiliating behavior designed to undermine individuals or groups of representatives. It can be finished very well by your boss or colleagues. It leads to a variety of pressure-related health problems such as high blood pressure, persistent problems, darkness and nervousness. The rapid activity and profession of the individual is also hindered. Harassment in the work environment is controlled in only targets and women's inappropriate behavior, not non-obscene behavior that causes more distress in the work environment. There is no Indian law that explicitly states the harassment of male workers in the working environment, bringing a tremendous level of misery to the country's bounty and financial assets.

In 2017, the Workplace Bullying Institute published the following report:

- 61% of bullies are bosses who act alone
- 80% of women are bullying other women
- 19% are experienced and the other 19% are spectators.
- 65% of bullied employees lose their jobs
- 29% of the victims remain silent.
- 61% of employers are aware of improper behavior.

How do you deal with bullying in the workplace?

Talk to the bully and tell him to stop. It doesn't stop after that. Talk to your manager or HR manager. Discuss your legal rights and have sufficient evidence. Get in touch with your colleagues and talk about it. If they are also victims of bullying, create a report that mentions all cases. Pick them up at the meeting. Also, make a backup plan. If all your efforts do not stop you, quit your job. But before you quit your job, look forward to other jobs. There are several options.

Highlights

• Workplace bullying can include aggression and intimidation, and includes behaviors characterized by unequal relationship of power.

• This causes a variety of mental health problems that can lead to self-harm and suicide.

• Strict business ethics should be enforced and a dedicated team should be assigned to each workplace.

. Bullying in the workplace includes behaviors that may include aggression and intimidation characterized by persistence and unequal relationship of power. In other words, it can be defined as a pattern of behavior by superiors, subordinates, colleagues, etc. that can cause serious psychological and emotional damage, and in some cases physical damage.

Results of bullying at work According to a study by Unison, one of the UK's largest trade unions, bullying at work can have devastating physical consequences for victims. They may be dealing with an existential crisis as the affected people try to deal with what is happening to them. Regular humiliation, insults, and intimidation of victims can have serious mental health consequences. Panic attacks are a fairly common victim of bullying at work, witnessing others being bullied and reminding them of past experiences. Panic attacks are not only psychological effects, but often cause shortness of breath.

LITERATURE REVIEW

Bullying is clearly defined as the act of one person deliberately violent against another, especially if ethics is based on basic relationships and responsibilities with others. Existing studies generally focus on providing individualistic explanations of bullying rather than systematic explanations, and do not thoroughly investigate the ethical consequences of bullying. The topic "What is an organization's ethical obligations in dealing with bullying that occurs within an organization?" Is covered in this study. Organizations cannot be held responsible for individual bullying activities, but we argue that they can be responsible for maintaining ongoing oversight to address and limit the occurrence of such activities. We encourage organizations to take action to carry out a continuous and positive self-assessment of all practices that promote the institutionalization and normalization of bullying relationships, as well as prevent or punish certain bullying practices. I request. Keashly and Harvey (2006), "Long-term abuse that results in hostile and aggressive behavior in targeted individuals," writes the author, emphasizing the interaction between individuals in the escalation of bullying in the workplace. In fact, research shows that understanding workplace bullying requires consideration of communication interactivity. (Example: Zapf and Gross 2001), suggesting that victims' emotions can influence workplace bullying cases (Aquino and Lamertz 2004 for a relational model of workplace damage). As mentioned earlier, the relationship between the target and the criminal is complicated because the alleged bullying is "related to a series of interactions that have accumulated over time." (Teherani 2003, p.280). According to Tehrani (2003), small difficulties (for example, not greeting in the morning) can be mistaken for violence as relationships become more negative and stressful. As a result, communication helps determine why workplace relationships are deteriorating. In addition, this perspective identifies potential therapies that can facilitate the use of effective communication skills that can help exacerbate the situation of bullying (Hess 2000, 2006) Three Processes Bullying is an individual Escalation of disputes, which can lead to internal frustration, results from personal or professional disputes and direct or indirect encouragement from team and organizational characteristics such as climate that allows gossip and betrayal. There is a possibility. For each of these pathways, personally or even systematically, by setting

a stage of direct encouragement for disappointment, conflict, bullying, or by deciding how well an individual can deal with conflict. It has been shown to have an impact. .. resembleSalin (2003b) discovered three types of bullying theories, all of which communicate with one another.

First, we identified supporting conditions, based upon the various factors like not proper balancing of powers, the perception is of lower costs to the offender for the behavior, unhappiness, all of these are necessary for workplace bullying to occur. Second one is motivational frameworks are environmental qualities that support bullying, such as a competitive labour market and an organizational culture that rewards aggressive or bullying behavior. Indeed, evidence shows that work uncertainty is a factor. Role conflict and job instability as a result of workplace change, a hostile environment for employees (Hauge et al. 2009), ''Workplaces with inferior psychological conditions' (Agervold 2009), excessive responsibilities, discord in the workplace, including tolerance for disgusting behavior (Branch et al. 2007aa significant degree of work unpredictability, and a low sense of self - efficacy (Baillien et al. 2009) are linked to harassment in the workplace. Third, Salin (2003b) Bullying is triggered by a number of factors, including restructures and other forms of organizational change. While the foregoing highlights the role of the office environment in workplace harassment, majorresearch has traditionally focused on specific variables that might lead to workplace harassment. Indeed, according to Zapf and Einarsen (2011), Without taking into account the numerous character and personal traits associated with sufferers and offenders, a study of workplace bullying would've been insufficient. In a recent study however, Lind et al. (2009) concluded that Individual characteristics were too little to 'distinguish victims of work bullying from non targets,implying that explanations of workplace bullying that exclusively appeal to single factors, such as character, are incorrect. Nonetheless, certain discoveries have been made with regards to contributing individual variables, such as personality qualities, that are associated to either the target or the perpetrator. Targets' personality qualities have been identified as more introspective, nervous, cautious, neurotic, and subservient. (Coyne et al. 2000), less agreeable (Glasø et al. 2007) and having low self-esteem (Matthiesen and Einarsen 2007). These attributes could be connected to a lack of social ability, making targets more susceptible to bullying. (Zapf and Einarsen 2011). Alternatively, Qualities like agreeableness may play a role in targets' behavior that differs from prevailing group norms (for example,

putting in even more work or adhering to regulations more strictly than the community). (Ramsay et al. 2011; Salin 2003a). Unfortunately, there are still conflicting findings in the area of personality. What's really obvious is that, due to the phenomenon's intricacy, no one portrait of a target exists. (Glasø et al. 2007; Zapf and Einarsen 2011). Victims are known to have far more information than offenders, who may be more hesitant to come out. (Zapf and Einarsen 2011). Bullies may, however, bully in needed to shield their own soul, according to the research. (Baumeister et al. 1996) and/or an absence of interpersonal skills, such as regulating emotions and perception (Zapf and Einarsen 2011). Indeed, Baillien et al. (2009) Nine criminal features were found, including "hate" and "very strict." This may indicate that you cannot adapt and adopt flexible attitudes and beliefs. Definition of bullying and harm in the workplace The main thing in these definitions is the concept of unwanted steps that are repeated and continued. Bullying and harassment have always been a systematic form of violence and accumulation, committed by individuals or groups of people against one or more people. In addition, some definitions determine the possible adverse effects of this performance on prey. Recent subjective and medical books on victims and workplace harassment, as well as observations on the powerful and unwanted items of identified workplace harassment and bullying, can be detrimental to the health and well-being of victims. there is. However, the possible detrimental implications of such practices outside the point where the action looks negative or is intended are primarily empirical issues. Bullying and harmful consequences at work Given that bullying is a fairly serious form of social stress, workplace harassment is a more destructive and overwhelming problem for workers than a combination of stress associated with all other work. Suspected 387 harassment at work. Some argue that harassment at work is the main cause of suicide. Based on medical studies, indications associated with post-traumatic stress disorder have been shown to affect many prey animals. There seems to be few basic discoveries to support this assumption. A counseling study on harassment of 17 victims employed at a Finnish university reported insomnia, numerous neurological indicators, depression, apathy, poor concentration, and social anxiety in all subjects. rice field. I understand. Clinical observations also show other serious effects of workplace harassment, such as social isolation, prejudice, social maladaptation, mental illness, depression, coercion, helplessness, irritation, and anxiety. The theoretical impression of bullying comes from the administrative implications of the assistant. ☐ Foiling, strain, reactance. ☐ A feeling of helplessness and alienation from work.

☐ Poor confidence and performance.The comprehensive of the unit is poor.

Brodsky (1976) identified three patterns of victim impact based on clinical observations and interviews with American victims of workplace harassment. Some responded by emerging unclear physical indications such as softness, weakness, chronic exhaustion, pain, and numerous illnesses. Many responded with hopelessness and depression-related symptoms (eg, incapability, low self-confidence, and insomnia). The 3rd collection responded to emotional indications like aggression, sensitivity, remembrance loss, victims' emotions, tension, and ignorance of social interaction. However, the victim's reaction, such as laughter and teasing, was highly dependent on the individual's intelligence and personality. hence, traits of personality are the vital moderator of the victim while reacting to the victim's damage. In the study of male ship yard workerrs, It was found that a important bad suggestion b/w workingplace exposure to damage & mental fitness & comfort measurements. In fact, annoyance clarified 23% of the difference b/w psychological strength and well-being. The stoutest connection was b/w the individual weakness and emotional comfort experienced.

Key Concepts Harassment:

Action and comment towards a person whose only aim is to destroy them Mentally / emotionally or in a physical manner. It`s a weapon for which psychiatry calls a selfish distort. The only motive of these people is to influence or even damage an individual`s individuality. Repeatedly and continuously, they humiliates his victim. In a repetitive and insistent way, he subjected his victims to corporal punishment. But there are other forms of Harassment, as well as violence, is not in the regulation. There are many other forms of sexual or mental harassment which people do. Organizing actions: This main notion relates to an area of research whose only objective is related to examine the impression which a set of Persons can have in the performance of the agents of a society, the only moto is to improvise effectiveness.

Bullying: This is the form of aggression made by using the unauthorized use of power and assumes that the creator has influence over the victim threatened.
There are different types of bullying:

☐   Physical threat: The person being terrorized uses the strength or fierceness in contradiction of others action.

☐   Verbal harassment: People who want to harass someone always try to harass them verbally by saying embarrassing words first. Suppressors always work to offend people by excluding them from the group and spreading false rumors about them.

Cyberbullying

The easiest platform for bullies to disturb someone is social media or some other kind of podiums to intimidate, humiliate, threatening or by ruination of his status.

Difference Between Bullying and Harassment:

In lot of approaches they each are similar, however nonetheless have a few sort of variations among those concepts: → Harassment varies from bullying, due to the fact it's miles a way of judgement. Emotional Abuse: It is the scenario while a person threatens, persecutes or intimidates an man or woman. This idea is tough to perceive because it leaves no "physical" traces.

 Examples of it are:

☐ Insults or condemnation

☐ Disdain

☐ Public embarrassment

☐ Criticize a person

☐ Coercion Workplace Bullying

 Only Strength isn't always the physical. But additionally, violence in the course of paintings is taken into consideration because of humiliating remarks or additionally abuses, while there may be overstated surplus of labor or, at the contrary, humiliating underemployment, ordinary criticism, etc. Abusive Supervision:

This idea is related to a distinction in conduct among the manager and the subordinate. It can patent in a unique approach:

☐ Face look

☐ Body Attitude

☐ In the shape of shame

☐ Poor name

☐ Voice

☐ Willingness to harm and offend your employees

☐ Skip the quest

Impact of bullying

A. Studies show that the effects of bullying are one of the greatest fears affecting the health and safety of workers. Bullying is mainly related to depression and the spirit of depression. Bullying at work is a special stressor that has a useless effect on the victim.

B. Work-related stress, depression and mental illness, emotional malaise. Rudeness at work, aggression, retaliation aspects, deviant behavior. Workplace abuse and bullying have shown to reduce victims' self-esteem, especially with regard to health, with 42% of respondents saying they have increased employee absenteeism. It was found that bullied working students reported both physical harm and adverse effects, including their intention to quit. A survey of 50 subjects at work. According to a study by the Bullying Institute, bullying can cause psychological problems, panic attacks, clinical depression, sadness, sleep disorders, insomnia, and mood swings, with nearly 71% of respondents seeking treatment. Was there. In addition, participants reported that bullying exacerbated stress, irritable bowel disease, dysfunction, migraine, and chronic fatigue. In addition, workplace harassment has been shown to be a major source of increased costs in running a business. Increased organizational costs can result from intimidation absentees staff, revenue, and litigation. In addition, threatening opportunities reduce morale and productivity while reducing engagement. In

addition, it forces the organization to invest in bullying interventions between managers and employees.

RESEARCH METHODOLOGY

Research Design

We have used descriptive research in our study. Descriptive research involves gathering data which describe events and then organizes, tabulates, depicts, and describes the data collection. It often uses visual aids like graphs and charts to aid the reader in considerate the data distribution. The study describes the workplace non violent behavior and workplace bullying, Hence Descriptive design is used.

Sampling--

Population of study comprises of individual people in age group of 20-50 years having occupation of service, business, self employed in Public or Private sector.

Sample Size

We had taken samples of 200 for our study.

Sampling Method

In this study We have used Convenience sampling, it is a type of non-probability sampling which involves the sample, drawn from that part of the population that is close to hand.

Data Source

In this study, We have collected the primary data from, online forms with the current Employees of various organisations working in corporate sector.

Primary data: Primary analysis or processing. Original research data in its raw form, without this data provides a huge amount of information to researchers. Depending on the study, the primary data may be provided along with reports and analysis directly, or it may kept confidential. Access to this data be very valuable for readers who want to learn more about study methodology. For primary data collection, We used the Structured Questionnaire, It is the most important tool which is used in data collection. A questionnaire which contain questions that the researcher wishes to ask from there respondents, which is always guided by objective of the survey.

Survey Method

Online survey is done by using Google forms, as well as email survey.

Research Instrument Used

A Structured Questionnaire is used.

Data Analysis Method

We used SPSS in our project to analyze the data.

DATA ANALYSIS

Reliability Analysis

Cronbach's alpha	Internal consistency
α ≥ 0.9	Excellent
0.9 > α ≥ 0.8	Good
0.8 > α ≥ 0.7	Acceptable
0.7 > α ≥ 0.6	Questionable
0.6 > α ≥ 0.5	Poor
0.5 > α	Unacceptable

To check the reliability of the subscale in the questionnaire we calculated the Cronbach's Alpha which is commonly used to determine the fit of the tools and scales established for the research projects. A score of 0.7 is often considered to be acceptably good.

Reliability Statistics

Cronbach's Alpha	N of Items
.879	32

Table 1: Descriptive Analysis

Constructs	Dimensions	Mean	SD	CA
NVW	NVT_Stress	3.19	0.806	0.876
	NVT_Ignore	2.83	0.84	0.868
	NVT_Constructive	2.95	0.809	0.861
	NVT_Ability	3.43	0.829	0.893

SD= Standard Deviation, CA = Cronbach's alpha

Frequency statistics

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	91	45.5	45.5	45.5
	Female	109	54.5	54.5	100.0
	Total	200	100.0	100.0	

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 25	65	32.5	32.5	32.5
	26 - 35 years	75	37.5	37.5	70.0
	36 - 45 years	46	23.0	23.0	93.0
	Above 45 years	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 5 years	66	33.0	33.0	33.0
	6 – 10 years	67	33.5	33.5	66.5
	11 – 15 years	46	23.0	23.0	89.5
	Above 15 years	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Education Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12th	3	1.5	1.5	1.5
	Graduate	63	31.5	31.5	33.0
	Post graduate	114	57.0	57.0	90.0
	Any other	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid					
Valid	Married	64	32.0	32.0	32.0
	Unmarried	132	66.0	66.0	98.0
	Divorced	4	2.0	2.0	100.0
	Total	200	100.0	100.0	

Income

		Frequency			Cumulative Percent
					Percent Valid Percent
Valid	Less than 5 Lakh	58	29.0	29.0	29.0
	6 – 1o Lakh	51	25.5	25.5	54.5
	11 – 15 Lakh	57	28.5	28.5	83.0
	Above 15 Lakh	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Organization sector

		Frequency	Percent	Valid Percent	Cumulative Per	cent
Valid	Manufacturing Sector			23.5	23.5	23.5
	Service Sector			69.0	69.0	92.5
	Any Other			7.5	7.5	100.0

				100.0	100.0	
	Total			100.0	100.0	

Occupation status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Job	140	70.0	70.0	70.0
	Business	37	18.5	18.5	88.5
	Self employed	23	11.5	11.5	100.0
	Total	200	100.0	100.0	

Correlation

Var	1	2	3	4	5	6	7	8	9	10	11	12
E	1											
H	0.799**	1										
R	0.724**	0.791**	1									
O	0.699**	0.747**	0.716**	1								
St	0.457**	0.498**	0.493**	0.489**	1							
Co	0.495**	0.545**	0.555**	0.553**	0.794**	1						
Ab	0.365**	0.376**	0.430**	0.394**	0.705**	0.739**	1					
Ig	0.275**	0.293**	0.318**	0.283**	0.444**	0.425**	0.528**	1				
T	0.507**	0.516**	0.480**	0.539**	0.442**	0.468**	0.415**	0.359**	1			
ML	0.706**	0.718**	0.669**	0.685**	0.475**	0.544**	0.428**	0.342**	0.694**	1		
F	0.521**	0.553**	0.519**	0.559**	0.419**	0.494**	0.424**	0.343**	0.886**	0.720**	1	
P	0.462**	0.488**	0.446**	0.502**	0.391**	0.430**	0.373**	0.354**	0.944**	0.647**	0.846**	1

Notes: Primary data, E-self-efficacy, H-hope, R-resilience, O-optimism, St-NVT-stress, Co-NVT-constructive, Ab-NVT-ability, Ig-NVT-ability, T-transcendence, ML-meaningful life, F-faith, P-practising spirituality, **Significant at 0.90

Regression

Model	R	R Square
1	.167[a]	.028

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.994	1	5.994	5.715	.018[b]
	Residual	207.655	198	1.049		
	Total	213.649	199			

a. Dependent Variable: Workplace bullying

b. Predictors: (Constant), Non voilent work behaviour

INTERPRETATION

1. If sig. (p-value) is less value than alpha (.05), we say the model is significant.
2. $F_{(1, 198)} = 5.715$, p = .018

3. % of the variance in the workplace bullying by the predictor variable

4. 2.3 % of the variance in workplace bullying can be explained by one's non-violent behaviour.

Coefficients[a]

Model		Unstandardized Coefficie		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.784	.264		10.540	.000
	Non voilent workbehaviour	-.122	.051	-.167	-2.391	.018

a. Dependent Variable: Workplace bullying

Interpretation

1. $Y = mx + c$

2. $Y = -.122x + 2.784$

CONCLUSION

If Employers can take the necessary security measures to avoid or mitigate the threat of attacks in most environments where risk factors can be identified. Adopting a zero tolerance policy against work-related stress is one of the strongest safeguards a company can offer to its employees. All employees, patients, customers, visitors, contractors, and anyone else who comes into contact with employees of the company must be subject to this policy. By analyzing the workplace, employers can find ways to reduce the likelihood of an event occurring. Welldeveloped and implemented workplace wellness programs and technical, administrative

and educational measures can minimize the occurrence of damage in both commercial and governmental environments. thinking about.

SUGGESTIONS

What role does occupational safety advice play?

Training programs are very poor in terms of the effectiveness of various forms of crisis intervention in the workplace. However, the available data suggests that bullying in the workplace can be avoided with a little effort. An analysis of workplace violence studies in the medical sector showed that simply adopting a zero-tolerance approach in the emergency sector reduced violence. We may need to work harder in the industry to prevent injuries, but we are excited to know that even the slightest improvement can have a significant impact. How can a workplace violence prevention program be effective?

In general, workplace violence is the result of the interaction of three factors.

• A person`s motivation is triggered by a trigger event.

• Workplaces that encourage the outbreak of violence All three reasons can be mitigated by comprehensive preventive training to ensure improved antiviolence training in the workplace, follow these seven steps:

 • Examine the working environment

• Create a cozy atmosphere.

 • Communication and compassionate training is available.

 • Establish a clear policy on workplace violence.

• We promise to work in a non-violent environment. • Employees should be instructed to pay attention to warnings. • Create an action plan, share it with your team, and then run it. When did it happen, what happened and who was involved? • How was it treated? • What steps have been taken since then and how successful have they been? • What would you do right if your company has no history of violence?

- Do your mass casualty policies have any flaws? Where?

- Is the physical environment secure? Which doors remain shut? When employees leave late at night, how are they protected?

2. Build a positive atmosphere

Every training programme begins with the establishment of a working connection with employees. It is critical that both you and company HR department ensure that workers at workplace feel understood and encouraged.

This might, for instance, encourage workers who really are beginning to experience domestic violence to open up to you. We will be able to respond appropriately if your domestic spouse

shows up at work. It also occurs when employees who report public unrest or physically threatening comments, whatever of who they are reporting to, should be supported and not face retaliation. Domestic terrorism regulations apply to all levels of the company and to all clients.

3. Provide training in language and compassion.

Insider threat training is frequently focused on how to respond to a violent incident when it occurs, but providing employees with training in good, compassionate communication can help prevent violence from developing in the first place.

4. Make a clear policy against violence.

What are your plans for dealing with workplace violence? What assistance or punitive proceedings are in existence for threats and actions that are both formal and informal?

If you haven't already, begin by carrying out interviews for your organisation, and then inform staff through consistent, ongoing training.

5. Make a commitment to working in a nonviolent environment.

Dedication to a peaceful work entails committing money and effort on a routine basis to employee training and the prevention of domestic terrorism.

6. Teach employees how to spot warning flags.

Personnel who are trained to recognize warning signals of impending workplace violence can prevent an incident from occurring. Most or all of the below are danger indicators of impending violence:

- Heavy alcohol and substance use
- Poor job performance is one example of a behavioural change.
- Withdrawal or depression

- Complaints regarding treatment that isn't fair

- Policy and procedures are being broken.

- Anxiety and exaggerated reactions to criticism or assessments

- It's crucial to remember that workplace incivility can occur even if the perpetrator isn't mentally ill.

7. Determine the best approach, discuss it with your team, and put it into practise.

Nuclear attack drills were used in the 1950s; in the twenty-first century, active shooter simulations and lockdown drills have taken their place. Nobody really wants to consider the worst-case scenario, let alone put it into reality on a regular basis, yet having a strategy in place might save lives.

Comprehensive prevention training isn't the most enjoyable training you've ever provided to your staff, but it could be the most crucial.

LIMITATIONS

The study's limitations A lot of difficulties were encountered while doing this research. As a result, the study has a number of flaws.

Lack of Time —

Due to the short time frame, I was unable to obtain more facts to justify the specific condition.

Small Sample Size —

The study is constrained by the sample size. Because the sample size is so small, every employee viewpoint isn't taken into account.

Unwillingness of Respondents —

Because the questionnaire largely consisted of multiple choice questions, many respondents did not give the questions much thought before answering them, and some even marked items that were not appropriate. As a result, the prejudices from the end of respondents rose.

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APPENDIX

QUESTIONNAIRE

Gender

- Male

- Female

- Other

Age

- Less than 25

- 26-35 years

- 36-45 years

- above 45 years

Experience

- Less than 5 years

- 6-10 years

- 11-15 years

- Above 15 years

  Education Qualification

- 12th

- Graduate

- Postgraduate

- Any Other

  Marital Status

- Married

- Unmarried

- Divorced

  Income

- Less than 5 Lacs

- 6-10 Lacs

- 11-15 Lacs

- Above 15 Lacs

  Status

- Supervisor

- Lower Management

- Middle Management

- Top Management

  Occupation status

- Job

- Business

- Self Employed Organization type

- working in Public sector

- working in Private sector

- working in Semi Government sector

  Organization sector

- Manufacturing sector

- Service Sector

- Any Other

  Use this scale and rate your opinion. Below is the rating for each scale :- 1 = strongly disagree,

  2 = disagree, 3 = slightly disagree, 4 = neutral ,5 = slightly agree, 6 = agree, 7 = strongly agree

Particulars	1	2	3	4	5	6	7

In a conflict situation, I choose not to immediately respond to my colleague's (manager/peer/subordinate) reaction.							
Taking a step back from the conflict situation helps me to calm my mind							
After experiencing some unpleasant aggression, I attempt to calmly transcend the situation.							
After witnessing my colleague's aggressive outburst, I immediately do not get into any argument with him/her							
Taking a step back from an aggressive situation helps me to connect with my inner spiritual self (higher power/intelligence).							
Even after facing an aggressive situation created by my colleague, I try to successfully improve my working relationship with him/her							
When I am intimidated, I willingly accept the situation without any intention to inflict similar pain to my colleague							
Connecting to the spiritual self gives me power to face the difficult and violent situations.							
After experiencing some unpleasant situation, I attempt to build emotional bonding with my colleague							

I often get upset by my colleague's aggression							
Attempt to having food (tea/coffee/lunch) with my hostile colleague, helps to create bond in the relationship							
I momentarily withdraw myself from the violent/ aggressive situation at work							
I try to focus on the work in hand rather than reacting to my colleague's intimidation							
I feel that it is better to ignore hostile colleague then developing relationship with him/her.							
I immediately react to the colleague's aggressive outburst							
When I am intimidated, I rather consolidate my time and energy to give back to my colleague							
Attempt behaving normal and friendly way, I earn respect from my colleague who once intimidated me							
I consciously take a step back from the conflict situation at work							
Taking a step back from the conflict situation, I gain power to understand the situation.							
Rather than talking ill of my hostile colleague, I believe in empowering him/her through work							
When I am intimidated by my colleague, I ensure to give him/her back with the same intensity							

Rather than reacting to my colleague's intimidation, I utilize my time and energy for personal growth							

After an unpleasant and hostile behavior of my colleague, I would never like to work with the such person in the same project							
I realize that my colleague's aggressive outburst is not against me but against the act							
I prefer to put my efforts for improving my work efficiency rather reacting to my colleague's intimidation							
When I see hostilities of my colleague, I often try to understand and feel his/her pain behind the actions.							
In a conflict situation, I choose not to immediately respond to my colleague's (manager/peer/subordinate) reaction.							
Taking a step back from the conflict situation helps me to calm my mind							
After experiencing some unpleasant aggression, I attempt to calmly transcend the situation							
After witnessing my colleague's aggressive outburst, I immediately do not get into any argument with him/her							
Taking a step back from an aggressive situation helps me to connect with my inner spiritual self (higher power/intelligence).							

Even after facing an aggressive situation created by my colleague, I try to successfully improve my working relationship with him/her						
When I am intimidated, I willingly accept the situation without any intention to inflict similar pain to my colleague						

Connecting to the spiritual self gives me power to face the difficult and violent situations.						
After experiencing some unpleasant situation, I attempt to build emotional bonding with my colleague						
I often get upset by my colleague's aggression						
Attempt to having food (tea/coffee/lunch) with my hostile colleague, helps to create bond in the relationship						
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I try to focus on the work in hand rather than reacting to my colleague's intimidation						
I feel that it is better to ignore hostile colleague then developing relationship with him/her						
I immediately react to the colleague's aggressive outburst						
When I am intimidated, I rather consolidate my time and energy to give back to my colleague						

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