Workshop: Organisational responses to negative between staff in the workplace

Rachael Pope works in the NHS as Physiotherapy Clinical Specialist in Women's Health. She is also a part-time doctorate student with Manchester Business School looking at organisational behaviour.

Negative behaviour is a term to describe a broad range of behaviours including incivility, aggression, bullying, harassment and abuse. Negative behaviour is defined as: 'Any behaviour that is disrespectful and undermines/violates the value/dignity of an individual. It is behaviour that harms individuals and organisations' (Pope & Burnes 2009).

Delegates attending this workshop explored the topic of organisational responses to negative behaviour between staff in the workplace and the reasons and motivations for those responses. An attempt was also made to understand why people in organisations sometimes behave in very strange ways, which do not seem to be rational. Rachael shared some early thoughts, and possible answers from her doctorate studies and recent research.

A recent report (July 2011) 'Insight into ill-treatment in the workplace: patterns, causes and solutions was recommended for further reading and consideration.
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http://www.cardiff.ac.uk/socsi/resources/insight11.pdf