

A Review of Literature on Workplace Bullying and Toxicity

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This paper describes how falling into the trap of workplace bullying can have severe consequences for both the individual and the organization as a whole. Repeated acts of bullying at work can lead to several adverse outcomes on the part of the employees, including decreased productivity, increased absenteeism, and low morale. This study was a secondary research done with the help of twenty Scopus-indexed published papers which indicate that workplace bullying is the precursor to many negative employee consequences such as increased levels of stress, anxiety, and burnout, all of which lead to reduced employee engagement and productivity. Workplaces that have been involved with repeated incidences of workplace bullying are likely to experience decreased morale and team spirit as well as damage to their reputations. The literature indicates that employees often do not report incidences of workplace bullying due to fears of retaliatory responses from their coworkers or employers and the absence of any mechanism to address grievances. Although in rare situations, bullying has resulted into positive outcomes such as post-traumatic growth. This paper is of practical relevance to leaders, policy makers and HR Managers for creating a congenial work environment.

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