Concept Analysis of Workplace Bullying

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ABSTRACT: Workplace bullying is a complicated and imprecise concept. Research findings have highlighted it as an important issue in the nursing environment worldwide. Workplace bullying arises due to malfunctions in workplace organizational and cultural related antecedents and manifests in various forms. Many studies have reported that nurses experiencing workplace bullying face increased levels of physical, psychological and social distress, may adopt suicidal thoughts and negativity towards the nursing profession, and may even abandon the nursing profession completely. Although a large number of papers have discussed the antecedents, forms and interventions related to workplace bullying, there has yet been no systematic concept analysis of workplace bullying. This paper applied Walker and Avant’s concept analysis process to verify concept definitions, identify defining attributes, antecedents, and consequences, and provide examples of model, borderline, and contrary cases. Findings can help nursing administrators understand and clarify the meaning of workplace bullying in order to take appropriate measures to improve the working environment for nursing professionals.

Key Words: concept analysis, workplace bullying, nursing management.