



Violence At Work

**M. L. Gill, Bonnie Fisher, Vaughan
Bowie**



Violence At Work:

Violence at Work Martin Gill, Bonnie S. Fisher, Vaughan Bowie, 2013-01-11 Workplace violence has emerged as a growing concern in today's interdependent political economy and increasing attention is being paid to the phenomenon both by business and in the academic world to identifying its causes and to devise strategies to prevent it In this book a distinguished international team composed of both academics and practitioners identify and address the key issues It reviews the earlier literature on workplace violence identifying and assessing key trends and patterns of violence at work and reapplying traditional theories of victimisation and approaches to prevention security and safety Particular attention is paid to case studies which reflect innovative practice in prevention strategies and in assessing informal frameworks which have been developed in response to this Overall this book provides a foundation on which to base ways of better explaining predicting understanding and preventing workplace violence

Violence at Work Duncan Chappell, Vittorio Di Martino, International Labour Office, 2006 Violence at work ranging from bullying and mobbing to threats by psychologically unstable co workers sexual harassment and homicide is increasing worldwide and has reached epidemic levels in some countries This updated and revised edition looks at the full range of aggressive acts offers new information on their occurrence and identifies occupations and situations at particular risk It is organised in three sections understanding violence at work responding to violence at work future action

Violence at Work Ella W. Van Fleet, David D. Van Fleet, 2014-04-23 This book addresses workplace violence offering advice to managers and non managers on reducing risks It covers causes like coworker interaction corporate environment and family problems It aims to reduce stress improve productivity and prevent violent actions through managerial insights

Preventing and Responding to Violence at Work Kimberly Ann Rogers, Duncan Chappell, 2003 Workplace violence is one of today's most serious occupational hazards This practical guide offers valuable information on how to systematically design and develop workplace prevention programs and policies The book approaches the issue from two fronts First it demonstrates how workplace violence can be prevented by examining how organizations and groups are handling the problem It reviews an array of existing guidelines and policies developed by governments trade unions special study groups workplace violence experts employers groups and specific industries and generates a useful survey of best practice strategies Second the guide outlines in detail a reliable and effective methodology for developing workplace violence prevention programs which includes assessing and describing risk designing implementing and monitoring preventive and reactive measures and reviewing the risk management process Every worker deserves a safe and secure environment and violence should not be accepted as part of any job This book presents concrete guidance for combating violence in the workplace while also providing a wider understanding of the factors and conditions that contribute to it

Violence at Work Joseph A. Kinney, 1995 No manager can afford to be without this blueprint for combatting today's most urgent business problem Written by a nationally known expert in the field the book provides managers with the tools

they need to anticipate control and avoid workplace violence while familiarizing them with the legal issues involved

Workplace Violence Kim Kerr, 2010-05-21 Workplace violence in all its forms is becoming more prevalent and pervasive every year Workplace Violence Planning for Prevention and Response gives a comprehensive account of the problem using a multi faceted approach to the issues surrounding workplace violence incidents addressing how the topic affects victims witnesses the workforce family members and management A series of chapters helps organizations to form action and response plans to manage incidents both large and small The focus also includes organizations that are forced to address violent individuals in settings where law enforcement may not be immediately available Kerr speaks first hand about complex issues like corporate liability for violent or threatening acts committed by employees as well as issues of privacy and he includes chapters written by experts on legal issues cyberthreats and anger in the workplace This book belongs on the desk of every security manager and HR professional and offers solid advice to all managers regardless of the size of their organization Details the problem from all angles to help the reader design a comprehensive strategy for all constituent groups Provides proven detailed support for creating policies and procedures awareness and response training Discusses real life case studies to help readers understand how to apply strategies discussed in the book

Understanding Workplace Violence Michele A. Paludi, Rudy Nydegger, Carmen A. Paludi Jr., 2006-10-30 By any measure workplace violence is increasing in frequency and intensity A recent report estimates its cost at over 120 billion Meanwhile experts agree that risk factors including psychological behavioral and situational stressors are increasing in the context of today s volatile business environment This timely book integrates insights from the fields of management and social psychology to identify the sources of workplace violence and offer readers practical strategies for preventing it protecting themselves and their employees from it and reacting swiftly and effectively when it happens Featuring case examples interviews practical recommendations and resources for additional information the authors debunk common myths and misconceptions about workplace violence its perpetrators and its victims and consider the link between domestic and workplace violence in particular its implications for women and minorities The result is an essential guide for anyone including managers and employees human resource professionals and counselors psychologists and other advocates affected by the impact of workplace violence and seeking solutions The statistics are alarming Homicide is the most frequent manner in which female employees are fatally injured at work it is the number two cause for men According to a recent study cited by the Society for Human Resource Management incidents of workplace violence have increased steadily over the past sixteen years 58 percent of participating companies reported that disgruntled employees have threatened senior managers in the past year 17 percent said employees had intentionally and maliciously downloaded computer viruses and 10 percent said they were victims of product tampering Meanwhile the costs linked to workplace violence have been estimated at over 120 billion Experts agree that risk factors for workplace violence include psychological behavioral and situational stressors and today s volatile business environment

increases their intensity This timely book integrates insights from the fields of management and social psychology to identify the sources of workplace violence and offer readers practical strategies for preventing it protecting themselves and their employees from it and reacting swiftly and effectively when it happens Featuring case examples interviews practical recommendations and resources for additional information the authors debunk common myths and misconceptions about workplace violence its perpetrators and its victims and consider the link between domestic and workplace violence in particular its implications for women and minorities The result is an essential guide for anyone including managers and employees human resource professionals and counselors psychologists and other advocates who is affected by the impact of workplace violence and is seeking solutions

Workplace Violence Vaughan Bowie, Bonnie S. Fisher, 2012-12-06 Reaching beyond the current emphasis on equipping primary responders such as police paramedics to react to violent incidence in the workplace this book also addresses the experiences of secondary responders including managers human resources staff unions humanitarian aid workers and their training and support needs

Violence in the Workplace Carol W. Wilkinson, 1998-06 Comprises a collection of papers on violence in the American workplace Examines the scope of the problem and risk factors Describes strategies for making the workplace more secure and assessing companies legal rights and responsibilities Includes a statistical analysis of workplace violence from 1980 to 1994

Handbook of Workplace Violence Joseph J. Hurrell, 2006-01-24 This is a valuable resource for researchers and practitioners in the fields of Industrial and Organizational Psychology Human Resources Health Psychology Public Health and Employee Assistance Programs It is also an excellent textbook for graduate courses in Organizational Behavior Occupational Health Psychology and Organizational Psychology

Workplace Violence in Mental and General Healthcare Settings Michael Privitera, 2010-10-25 Psychiatry Mental Health

Work-related Violence Philip Leather, 1999 Recent reports suggest that violence in the workplace is an increasingly common problem for organisations and that violence or the threat of it is one of the major sources of stress at work Work related Violence examines the causes and consequences of violence at work and offers practical solutions for managers and organisational psychology professionals Part I reviews the size and scope of the problem sets out the need for intervention and policy and considers issues such as the social psychology and organisational consequences of violence and systems for monitoring reducing and managing work related violence Part II describes case studies of organisations and settings in which such an approach has been applied Four main occupational groups are considered teachers health care workers post office workers and staff in bars and public houses Work related Violence will be of interest to managers occupational psychologists and anyone concerned with violence in the workplace

Monthly Labor Review United States. Bureau of Labor Statistics, 2001 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

Preventing and Managing Workplace Violence Mark A. Lies, 2008 Although workplace violence cannot be eradicated employers can take steps to prevent the likelihood of a

violent incident and to better manage the aftermath if one does occur This book is a practical guide for those charged with addressing workplace violence concerns either on behalf of their employer or their client The contributing authors represent a variety of experiences and opinions including mental health clinicians security experts workplace safety researchers and practitioners and lawyers and provide valuable information and advice on The problem of workplace violence and the different forms it takes The underlying psychological factors that may prompt someone to act out violently Potential legal issues such as employer liability or due process rights of public employees Tools available to employers to avert or reduce the likelihood of an incident Book jacket Addressing Domestic Violence in the Workplace Johnny Lee,2005 This timely book will help you recognize respond to and prevent domestic violence and reduce your direct liability as an employer Written by a domestic violence specialist the book s 10 chapters provide valuable insight into the complexities of dealing with domestic violence in business With this book you can save valuable employees from termination and gain in return years of loyal and dedicated service

Violence at Work M. L. Gill,Bonnie Fisher,Vaughan Bowie,2002 Workplace violence has emerged as a growing concern in today s interdependent political economy and increasing attention is being paid to the phenomenon both by business and in the academic world to identifying its causes and to devise strategies to prevent it In this book a distinguished international team composed of both academics and practitioners identify and address the key issues It reviews the earlier literature on workplace violence identifying and assessing key trends and patterns of violence at work and reapplying traditional theories of victimisation and approaches to preven *Occupational Health Guide to Violence in the Workplace* Thomas D. Schneid,2017-11-01 20 murders every week 18 000 assaults in the same time All on the job Sharp increases in workplace violence continue to take an unfortunate toll on American business and its employees families and communities Preventative measures may be well intentioned but pose troubling conflicts in themselves pitting each employee s privacy vs overall worker protection A full self evaluation of your business and its personnel may be the key to safeguard against workplace violence Thomas D Schneid s *Occupational Health Guide to Violence in the Workplace* provides the important guidelines for that careful all encompassing examination Most books on workplace violence focus on psychological profiles In a change of pace Schneid examines the issue from a safety health professional s viewpoint taking all angles legal issues and potential ramifications into account Chapters focus on not only in house efforts to prevent violent incidents but also government and legal standards directly or indirectly related to worker s rights and corporate liability Make every effort to prevent workplace violence from hitting home start with advice from the *Occupational Health Guide to Violence in the Workplace*

Risky Business William Winston,Lynne F McClure,2014-06-03 *Risky Business* tells in plain language the specific behaviors that indicate an employee has the potential to become violent and it tells managers what to do and what not to do to prevent workplace violence Author Lynne Falkin McClure describes in clear detail the eight major categories of behavioral clues to violence and includes anecdotes from work settings to help managers and others identify potentially

violent employees Most importantly she emphasizes the precautions and steps managers must take when they see these clues in an employee s behavior and how to create and maintain a work environment that is likely to protect everyone Including the hiring appraisal training process Risky Business focuses on system wide ongoing prevention steps organizations can take to protect everyone in the workplace The book points out for readers informal organizational policies that unwittingly encourage potentially dangerous behaviors in employees and then offers alternative policies that create and maintain a safer environment Managers members of personnel and public relations representatives learn how to deal effectively with the fears of workers and customers should a violent event occur that affects the company s morale and image However readers are certain to gain the skills and foresight necessary to avert disaster before it strikes Lynne Falkin McClure PhD is a management consultant workshop designer facilitator and public speaker in Tempe Arizona President of McClure Associates Management Consultants Inc since 1980 she specializes in work relationships and conducts inhouse workshops for corporations and government agencies Through The McClure Institute in Tempe she offers intensive 5 day courses for executives directors and managers as well as for EAP specialists and mental health professionals on how to identify and prevent potential workplace violence Dr McClure has been a guest on several national shows including appearances on Maury Povich Between the Lines Associated Press Broadcast News Good Day Atlanta Market Talk KWHY TV America s first all financial station and Wireless Flash San Diego

Workplace Mental Health Manual for Nurse Managers Lisa Y. Adams, 2014-07-17 This text provides a comprehensive overview if not thesis of the contributing factors to workplace stress and how to revisit them and our own mental health How can nurses and health care workplaces expect to offer health and healing when such basic foundational human dynamics of mental health are not addressed This work opens the door to both the dynamics and the deep dimensions of the root issues facing humanity and our places of work and play Jean Watson PhD RN AHN BC FAAN From the Foreword This is a wonderful addition to leadership and management personnel and a good resource for any nurse Too often nurses hide these issues and we need to make others aware of what can occur and take steps to bring these conditions out in the open It is definitely a worthwhile addition to any nursing library Weighted Numerical Score 100 5 Stars Doody s Book Reviews Today s health care landscape has brought many changes challenges and even turmoil to the workplace stressors that can threaten the mental health of even the most stalwart and resilient of nurses Targeting the complex set of stressors found in health care work environments this unique practical resource describes the impact of bullying harassment addictions violence and other triggers and the resulting adverse physiological and behavioral responses in these facilities It presents evidence based strategies to help health care professionals cope with unhealthy work environments The book describes the characteristics of health care work environments that promote stress at personal and organizational levels and their impact on the mental health of individuals working in them It offers insight into individual and group dynamics and the role of the health care institution workplace

management and individual employee in fostering both healthy and unhealthy work environments The book investigates a variety of situations that can erode mental health among coworkers and offers evidence based improvement strategies for creating healthier more respectful workplace environments Case studies specific program development initiatives and examples of personal professional and organizational approaches to ameliorate adverse behaviors are included Readers of this book will be well armed to cope with any unprofessional disrespectful behavior on the part of their professional colleagues It will be useful in undergraduate and graduate nursing programs and health care leadership and management courses and as a quick reference for all health care professionals dealing with mental health problems in the workplace Key Features Presents proven strategies for improving mental health in all health care work environments Discusses theory and philosophical underpinnings for mental health in the workplace including good business sense Provides case studies and precedent setting examples Explores policy implications and program development initiatives that can be used to improve workplace environments Addresses legal and ethical obligations for facilitating workplace mental health

**Violence In
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