

## RESEARCH AND THEORY ON WORKPLACE AGGRESSION

Workplace aggression is a serious problem for workers and their employers. As such, an improved scientific understanding of workplace aggression has important implications. This volume, which includes chapters written by leading workplace aggression scholars, addresses three primary topics: the measurement, predictors, and consequences of workplace aggression; the social context of workplace aggression; and the prevention of workplace aggression. Of note, the book encompasses the various labels used by researchers to refer to workplace aggression, such as “abusive supervision,” “bullying,” “incivility,” and “interpersonal conflict.” Thus, our approach differs from those of previous books on the topic in that we do not focus on a particular type of workplace aggression. It covers an intentionally broad conceptualization of workplace aggression – specifically, it considers aggression from both the aggressors’ and the targets’ perspectives and it includes behaviors enacted by several types of perpetrators, including supervisors, coworkers, and customers.

Nathan A. Bowling is a professor of psychology at Wright State University. He has published more than 50 peer-reviewed articles and book chapters on such topics as counterproductive work behavior, job satisfaction, and research participant carelessness. His work has appeared in the *Journal of Applied Psychology*, the *Journal of Personality and Social Psychology*, and the *Journal of Occupational Health Psychology*. Nathan’s research has been funded by the Society for Industrial and Organizational Psychology (SIOP) Foundation and by the United States Air Force. Nathan is an associate editor for *Applied Psychology: An International Review*.

M. Sandy Hershcovis is an associate professor at the Haskayne School of Business at the University of Calgary. Her research examines the social context of workplace aggression, with a particular emphasis on witness reactions. She has published her research in the *Journal of Applied Psychology*, the *Journal of Organizational Behavior*, and the *Journal of Occupational and Organizational Psychology*. Her research has been consistently funded by the Social Sciences and Humanities Research Council of Canada. She is an Associate Editor at the *Journal of Occupational and Organizational Psychology*, and serves on several editorial boards, including that of the *Journal of Applied Psychology*.

# Research and Theory on Workplace Aggression

Edited By

Nathan A. Bowling  
*Wright State University*

M. Sandy Hershcovis  
*University of Calgary*



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*To my son, Brayden, who sat quietly (for the most part)  
while Daddy edited this book. – NAB*

*To Nick Turner, who has supported me always. – MSH*

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## CONTRIBUTORS

NEAL M. ASHKANASY, PH.D.  
*Business School*  
*University of Queensland*

ANNE BACCARDAX, M.SC.  
*Center for Organizational Research*  
*& Development*  
*Acadia University*

ALISON M. BAYNE  
*Department of Psychology*  
*Bowling Green State University*

CODY BOK  
*Department of Psychology*  
*University of Houston*

NATHAN A. BOWLING, PH.D.  
*Department of Psychology*  
*Wright State University*

CÉLESTE M. BROTHERIDGE, PH.D.  
*Department of Organization and*  
*Human Resources*  
*School of Management Sciences*  
*University of Quebec in Montreal*

DAWN S. CARLSON, PH.D.  
*Organizational Development*  
*Hankamer School of Business*  
*Baylor University*

LILIA M. CORTINA, PH.D.  
*Department of Psychology*  
*University of Michigan*

ROBERT FOLGER, PH.D.  
*College of Business Administration*  
*University of Central Florida*

LORI FRANCIS, PH.D.  
*Department of Psychology*  
*Saint Mary's University*

M. SANDY HERSHCOVIS, PH.D.  
*Organizational Behavior and Human*  
*Resources*  
*Haskayne School of Business*  
*University of Calgary*

JENNY M. HOOBLER, PH.D.  
*Department of Human Resource*  
*Management*  
*Faculty of Economic & Management*  
*Sciences*  
*University of Pretoria*

STEVE M. JEX, PH.D.  
*Department of Psychology*  
*Bowling Green State University*

E. KEVIN KELLOWAY, PH.D.  
*Department of Psychology*  
*Saint Mary's University*

RAYMOND T. LEE, PH.D.  
*Department of Business*  
*Administration*  
*I.H. Asper School of Business*  
*University of Manitoba*

MICHAEL P. LEITER, PH.D.  
*School of Psychology*  
*Deakin University*

XINXIN LI  
*Department of Management and*  
*Organisation*  
*National University of Singapore*  
*Business School*

SANDY LIM, PH.D.  
*Department of Management and*  
*Organisation*  
*National University of Singapore*  
*Business School*

JEREMY D. MACKEY, PH.D.  
*Department of Management*  
*Raymond J. Harbert College of*  
*Business*  
*Auburn University*

AARON O. MANIER, PH.D.  
 CANDIDATE  
*Department of Psychology*  
*Saint Mary's University*

MARK J. MARTINKO, PH.D.  
*School of Business and Industry*  
*Florida A&M University*

ALLISON MARTIR  
*Department of Psychology*  
*University of Houston*

COURTNEY L. MCCLUNEY  
*Department of Psychology*  
*University of Michigan*

REBECCA MICHALAK, PH.D.  
*Principal Consultant*  
*PsychSafe Pty. Ltd.*

MARIE S. MITCHELL, PH.D.  
*Terry College of Business*  
*University of Georgia*

EMILY PECK, M.SC.  
*Center for Organizational Research &*  
*Development*  
*Acadia University*

LISA M. PENNEY, PH.D.  
*College of Business*  
*University of South Florida Sarasota*  
*Manatee*

MANUELA PRIESEMUTH, PH.D.  
*Villanova School of Business*  
*Villanova University*

SANDRA L. ROBINSON, PH.D.  
*Sauder School of Business*  
*University of British Columbia*

PAUL R. SACKETT, PH.D.  
*Department of Psychology*  
*University of Minnesota*

KIRA SCHABRAM, PH.D.  
*Foster School of Business*  
*University of Washington*

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---

*Contributors*

xiii

OREN R. SHEWACH

*Department of Psychology  
University of Minnesota*

RIMA C. TARRAF, M.SC.

*Department of Psychology  
University of Western Ontario*

MERIDETH J. THOMPSON

(FORMERLY FERGUSON), PH.D.  
*Department of Management  
and Marketing*

*Huntsman School of Business  
Utah State University*

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