

## CONTENTS

<i>List of Tables and Figures</i>	<i>page</i> ix
<i>List of Contributors</i>	xi
<i>Acknowledgments</i>	xv
Introduction	1
<i>M. Sandy Hershcovis and Nathan A. Bowling</i>	
PART I THE MEASUREMENT, PREDICTORS, AND CONSEQUENCES OF WORKPLACE AGGRESSION	
1 Measurement of Workplace Aggression	9
<i>Steve M. Jex and Alison M. Bayne</i>	
2 Environmental Antecedents of Workplace Aggression: A Review and Examination of Psychological Process	34
<i>Lisa M. Penney, Allison Martir, and Cody Bok</i>	
3 Damaging the Workplace: Consequences for People and Organizations	62
<i>Aaron O. Manier, E. Kevin Kelloway, and Lori Francis</i>	
PART II THE SOCIAL CONTEXT OF WORKPLACE AGGRESSION	
4 The Effects of the Interactions between Subordinates' and Supervisors' Characteristics on Subordinates' Perceptions of Abusive Supervision	93
<i>Mark J. Martinko, Jeremy D. Mackey, Rebecca Michalak, and Neal M. Ashkanasy</i>	

5	From Victim Precipitation to Perpetrator Predation: Toward a New Paradigm for Understanding Workplace Aggression <i>Lilia M. Cortina</i>	121
6	Identity Matters: Contextualizing Workplace Aggression within a Social Structural Framework <i>Courtney L. McCluney and Lilia M. Cortina</i>	136
7	Third-Party Reactions to Workplace Aggression <i>Manuela Priesemuth, Marie S. Mitchell, and Robert Folger</i>	156
8	Spillover and Crossover of Workplace Aggression <i>Merideth J. Thompson, Dawn S. Carlson, and Jenny M. Hoobler</i>	186
9	Invisible at Work: Workplace Ostracism as Aggression <i>Sandra L. Robinson and Kira Schabram</i>	221
10	Cross-Cultural Differences in Workplace Aggression <i>Xinxin Li and Sandy Lim</i>	245
PART III THE PREVENTION OF WORKPLACE AGGRESSION		
11	Coping with Workplace Aggression <i>Raymond T. Lee and Céleste M. Brotheridge</i>	271
12	Prospects for Reducing Aggressive Behavior and Other Forms of Counterproductive Work Behavior via Personnel Selection <i>Paul R. Sackett and Oren R. Shewach</i>	296
13	Combating Workplace Aggression via Organizational Interventions <i>Michael P. Leiter, Emily Peck, and Anne Baccardax</i>	322
14	Moving the Field of Workplace Aggression Forward: Thoughts and Recommendations <i>Rima C. Tarraf, M. Sandy Hershcovis, and Nathan A. Bowling</i>	350
	<i>Index</i>	371