



PERSONALITY PROFILING OF BULLIES AND TARGETS IN WORKPLACE BULLYING INCIDENCE

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Research Highlights

Beware, workplace bullying is a key hazard that lobs substantial negative effects on entire aspects of organizations. It may seem to be benign in its beginning, but becomes uncontrollable when triggers. Bullies, targets and bystanders are associated parties in bullying incidence. However, bullies and targets seek attention due to their direct involvement. Studies require their personality profiling that helps in developing and implementing customized anti-bullying interventions. This study has identified twenty five bullies, one hundred and twenty six targets and profiled them according to big five factor model of trait theory of personality. The results of exploratory analysis revealed that the bullies had every type of personality trait except agreeableness. On the contrary, results revealed that every type of personality was the target of bullying incidence. However, targets had a dominant trait of agreeableness. Findings of current study provide substantial insights to the scholars and practitioners.



Research Objectives

Bullying is an important stressor at workplace that has negative associations with motivating workplace environment, employee performance and organizational performance (Cowan, 2018). Despite prevailing laws, anti-bullying interventions are required to effectively reduce its incidence (Glambek, Skogstad, & Einarsen, 2018; Nordic Bullying Network Group, 2011; U.S. Department of Health & Human Resources, 2011). Studies suggest to develop group and individual level anti-bullying interventions (Giga Hoel, & Lewis, 2008; Keashly & Neuman, 2004) by using ethical infrastructure (Einarsen, Mykletun, Einarsen, Skogstad, & Salin, 2017). For this, insights into personality traits of bullies and targets becomes handy.

Previous studies have explored associations of personality traits of bullies and target with workplace bullying incidence. They have utilized self-reported data provided by the targets. Therefore, need of getting data from the perpetrators (bullies) and then establishing association between personality traits and bullying necessitate further studies (Nielsen., Glasø, & Einarsen, 2017). Moreover, need to differentiate between the personality traits of bullies and targets (Pallesen, Nielsen, Magerøy, Andreassen, & Einarsen, 2017) motivated us to create knowledge in this area. Due to consistent cross-cultural validation of five-factor model of personality (McCrae & John, 1992), current study has used FFM. Consequently, following objectives were set:

- i. To explore personality traits of bullies.
- ii. To explore personality traits of targets.

Methodology

Current study chose two hundred and sixty six respondents as an appropriate sample size with the help of using “Sample Size Table for Given Population” by Krejcie and Morgan (1970). Simple random sampling technique was used to collect initial data. Bullies and targets involved in bullying incidence were identified. Afterwards, due to reverse scoring and disguised mechanism, Ten-Item Personality Inventory (TIPI) of Gosling, Rentfrow, and Swann (2013) was used to measure personality traits of bullies and targets.

Results

Table 1: Personality traits of bullies and targets

Personality Traits	Bullies		Targets	
	Number	Percentage	Number	Percentage
Extraversion	6	24	21	16.67
Agreeableness	1	4	42	33.33
Conscientiousness	6	24	25	19.84
Emotional Stability	6	24	20	15.87
Openness to Experiences	6	24	18	14.29
Total	25	100	126	100



Results revealed that six (24%) bullies belonged to each personality trait including extraversion, conscientiousness, emotional stability and openness to experience. However, only one (4%) bully belonged to the personality trait of agreeableness. Results of targets' traits revealed that 42 (33.33%) belonged to agreeableness, twenty five (19.84%) belonged to conscientiousness, twenty one (16.67%) belonged to extraversion, twenty victims (15.87%) belonged to emotional stability, and eighteen (14.29%) belonged to openness to experience trait.

Findings

Current study found that the bullies had personality traits of extraversion, conscientiousness, emotional stability and openness to experiences. However, bullies had not the trait of agreeableness. These findings indicate that the bullies are outgoing and social (extraversion), organized (conscientiousness), negatively emotioned (emotional stability) and fond of seeking bullying oportunities (openness to experiences) and are critical and aggressive (agreeableness). These findings are similar to the findings of Pallesen et al. (2017) except openness to experiences trait. On the other hand, the targets had all types of personality traits with a clear dominannce of agreeableness. This These findings indicate that targets are social (extraversion), low organized (conscientiousness), postively emotioned (emotional stability) and fond of making firendly relations (openness to experiences) due to their friendly and optimistic nature (agreeableness). These findings are similar to the findings of Nielsen. et al. (2017) except openness to experiences trait.



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Peer-review under responsibility of 4th Asia International Conference 2018 editorial board
(<http://www.utm.my/asia/our-team/>)

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