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THE EFFECT OF WORKPLACE BULLYING ON NURSES' MENTAL WELL-BEING IN SAUDI ARABIA

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ABSTRACT

Introduction: Bullying at the workplace can be a source of stress that affects mental well-being. Mental well-being has been acknowledged as a significant factor that can impact the individual's ability to cope with the moderate stresses of life to enhance their effective functioning to work productively, contribute to their workplace and profession, and realize their potential.

Purpose: The present study aimed to investigate the correlation between nurses' exposure to workplace bullying and their mental well-being.

Material and methods: A descriptive cross-sectional and correlational design was utilized, and 328 nurses working in the first cluster of the Ministry of Health in Jeddah, Saudi Arabia participated in the present study. Data were collected using the Negative Act Questionnaire-Revised and Warwick-Edinburgh Mental Well-being Scale.

Results: The results showed that workplace bullying was high and prevalent as more than two-thirds (70.7%) of the participants were sometimes or severely bullied. At the same time, 54% of the participants have average or poor mental well-being. Furthermore, there was a significant inverse correlation between workplace bullying and nurses' mental well-being.

Conclusion: The present study emphasizes the need to solve this issue by rise nursing administration awareness and establishing educational programs for nurses in order to minimize the adverse effects of workplace bullying and foster a safe workplace climate for nurses.

KEYWORDS: workplace bullying, mental well-being, consequences, nurses, nursing staff.

INTRODUCTION

Workplace bullying (WPB) harms healthcare professionals, particularly nurses, and is a significant concern. Specifically, bullying affects nurses more than other healthcare professionals, which leads to toxic workplace settings [Syed F et al., 2022].

According to Nielsen M.B. and Einarsen S.V. (2018), WPB is defined as circumstances in which a worker is exposed to degrading actions by coworkers, administrators, or colleagues [Nielsen M, Einarsen S, 2018]. There are three essential criteria for the definition of WPB. First, an employee becomes

the focus of a pattern of unpleasant and undesirable workplace social actions. The second criterion is that the exposure happens persistently and constantly. Lastly, the person who is the victim of the maltreatment feels unable to readily flee the situation or put an end to it [Nielsen M, Einarsen S, 2018].

The common types of WPB that a worker might face include work-related bullying, person-related bullying, and physical bullying [Einarsen S et al., 2020]. In relation to work-related behavior, which the former refers to as the victim's work activities,

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