Chapter 12
Cyberbullying in Organizations

Hasan Tutar
Bolu Abant İzzet Baysal University, Turkey

Gamze Ay
Eskişehir Osmangazi University, Turkey

ABSTRACT

Cyberbullying in organizations refers to the use of technology, such as social media, email, instant messaging, or other digital platforms, to harass, intimidate, or humiliate someone in the workplace. Cyberbullying in organizations can have a significant impact on individuals and the workplace as a whole. It can lead to decreased morale, increased turnover, decreased productivity, and increased absenteeism. Cyberbullying can also have legal and financial consequences for both the victim and the organization. Organizations can take steps to prevent and address cyberbullying, such as establishing clear policies and procedures for online behavior, providing training to employees on appropriate digital communication, and responding quickly and effectively to reports of cyberbullying. By creating a culture of respect and accountability, organizations can work to prevent cyberbullying and promote a safe and supportive workplace for all employees.

INTRODUCTION

Cyberbullying in the workplace is harassment or bullying that occurs through digital channels, such as email, instant messaging, social media, or other online platforms. It involves using these digital channels to engage in behavior intended to harm, intimidate, or humiliate another person. Examples of cyberbullying in the workplace include; sending threatening or harassing messages to an individual or group through email or instant messaging, spreading rumors or making derogatory comments about a coworker on social media or other online forums, posting explicit or inappropriate material about a coworker online, using technology to stalk or monitor a coworker's activities, either online or offline, sending offensive or insulting emails or messages that are intended to cause distress or harm to a coworker. Cyberbullying in the workplace can significantly impact the victim's mental health and well-being, as

well as their job performance and productivity. It can also create a toxic work environment and damage the organization's reputation.

In the mutual relationship environment, one or more of the parties directly or indirectly to the physical, moral, moral, and spiritual integrity of the others; If he acts in a way that harms his symbolic and symbolic cultural values, there is violence there. Violence, which has always existed throughout the history of humanity, has emerged in new types in the information age. Wars, murders, and physical and psychological attacks have expanded with the possibilities of new media (Bayrak & Yengin, 2021; Michaud, 1986). The form of violence aimed at psychological, sexual, or economic attack in the digital environment is called digital violence. The possibilities offered by digital technology allow the uninterrupted practice of violence. This situation causes digital violence to enter human life as a new type of violence (Çelik, 2018; Barındık, 2018). The communication habit of the Internet, especially in social media environments, keeps people in a perception of freedom outside of social boundaries. Thus, all the possibilities of irregularity, evil, and rudeness in the chaotic world of human beings are transferred to the digital space. With the courage arising from invisibility in the digital environment, the individual can be unpredictable, unmeasured, and dangerous, unlike real social life.

The networks formed by the telecommunication network transform the world into a "network of interconnected relations," The individual who is watched, controlled, and monitored in the digital environment is increasingly isolated and alienated within this network. National structures face a communication spiral they cannot hold within the communication network. Today, states spy on individuals for "security" reasons, creating a kind of surveillance paranoia in societies. As a result of high-tech communication and transportation facilities, the possibility of surveillance is expanding in a wide range from individual-society and state-society relations to international relations. On a global scale, news and information are reprocessed and formatted, and a new type of information develops over events and news. Through this mechanism, the "perception of reality" is manipulated, and the "product" produced is packaged as news and presented to the consumption of all world societies (Bayrak, 2017; Paçacı, 2014; Ridings, Gefen & Arinze, 2002; Günüç, 2012). Some of them may contain various violent content.

Examples of cyberbullying in the workplace include sending threatening or harassing messages to an individual or group through email or instant messaging and spreading rumors or derogatory comments about a coworker on social media or other online forums, and posting explicit or inappropriate material about a coworker online and using technology to stalk or monitor a coworker's activities online or offline and sending offensive or insulting emails or messages intended to cause distress or harm to a coworker. Cyberbullying in the workplace can significantly impact the victim's mental health and well-being, as well as their job performance and productivity. It can also create a toxic work environment and damage the organization's reputation. Organizations can prevent cyberbullying in the workplace by establishing clear policies, providing education and training to employees, and taking swift action when cyberbullying is reported. Creating a culture of respect and inclusivity can also help to reduce the likelihood of cyberbullying and promote a positive work environment for all employees.

Cyber/Virtual Bullying

Cyberbullying is a type of aggression where an imbalance of power is repeated and continued, mainly intended to harm and disturb. This power imbalance can be physical or psychological. Cyberbullying is an aggressive and bullying behavior that deliberately interferes with someone, that is, the act of the bully. With the increase in digital tools in recent years, bullying has gained a new dimension under "cyberbully-

Related Content

Positive Technology for Helping People Cope with Stress

Daniela Villani, Pietro Cipresso, Andrea Gaggioliand Giuseppe Riva (2016). *Integrating Technology in Positive Psychology Practice (pp. 316-343).*

www.irma-international.org/chapter/positive-technology-for-helping-people-cope-with-stress/146914

Transition and Reintegration of Military Personnel to Law Enforcement Careers

Stephen F. Curran, Elizabeth O. Holtand Joseph H. Afanador (2017). *Police Psychology and Its Growing Impact on Modern Law Enforcement (pp. 158-175).*

www.irma-international.org/chapter/transition-and-reintegration-of-military-personnel-to-law-enforcement-careers/165712

Poverty and Crime in Young People From Children Protection Centers

Sonia Castizo Vega, Salvador Cutiño-Rayaand Francisco Espasandin-Bustelo (2022). *Research Anthology on Interventions in Student Behavior and Misconduct (pp. 265-285).*

www.irma-international.org/chapter/poverty-and-crime-in-young-people-from-children-protection-centers/308222

How Structural Power and Social Inequalities Are Reinforced by Police

Craig Boylstein (2022). *The Reproduction and Maintenance of Inequalities in Interpersonal Relationships (pp. 206-228).*

www.irma-international.org/chapter/how-structural-power-and-social-inequalities-are-reinforced-by-police/312312

The Complexity of Non-Violence Action

Carlos Eduardo Maldonado (2017). *Violence and Society: Breakthroughs in Research and Practice (pp. 293-306).*

www.irma-international.org/chapter/the-complexity-of-non-violence-action/171046