

**NRS 415 Applying Leadership and Management Principles: Workplace Bullying**

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## **Applying Leadership and Management Principles: Workplace Bullying**

When it comes to the healthcare industry, bullying is a serious problem because nurses are subjected to threats and harm from executives, patients, and members of their profession (Jang et al., 2022). Behaviors such as name-calling, demeaning, screaming, shoving or pushing, blocking, and minimizing efforts are examples of common kinds of bullying. Bullying has a severe influence on the emotional state of nurses, which in turn reduces their capacity to offer patient care and increases the rate of nurse turnover in the healthcare business (Yosep et al., 2022). Bullying can also hurt patient results and the overall quality of care rendered.

A common form of bullying that occurs in the nursing field is the use of physical aggression. This type of bullying can result in nurses suffering physical injuries, which can hamper their professional performance. This may result in a scarcity of nurses since the available nurses will have to fill the shift of the injured nurse. This will increase the burden on the nurses, which may result in inadequate healthcare services due to exhaustion. A nurse being bullied can also impact the level of satisfaction experienced by patients. Patients may have the impression that their favorite nurse is either a bully or a victim of bullying, which might reduce their expectations regarding the functioning of the healthcare organization and the course of their recovery.

The conclusion is that bullying in the healthcare industry has considerable detrimental effects on patients, nurses, and the overall healthcare system. A decline in patient satisfaction, increased workload, and decreased trust in the healthcare organization are all potential outcomes of this situation (Yosep et al., 2022). The resolution of this matter is essential to guarantee the health and safety of every patient.

### **Addressing the Issue**

Bullying in the nursing profession can be tackled through the education of nurses and the implementation of a policy of zero tolerance. As a result of this policy, nurses who harass or intimidate nursing staff members will not be tolerated. To foster a culture of respect and safety among nurses, Yosep et al. (2022) emphasize the significance of having transparent guidelines about the reporting and handling of bullying incidents in the workplace. In the event that a nurse reports being bullied, management ought to take the claim seriously and move forward with investigations. The nurse who was bullied should be suspended without pay if they are found guilty of the offense, and if the victim was wounded as a result of the bullying, the matter should be reported to the police so that they can conduct a criminal inquiry (Yosep et al., 2022). Due to the fact that this solution will not have a negative impact on the hospital's budget, nurses must be informed about the policy and the consequences of bullying.

#### **Leadership Style to Address the Issue**

Transformational leadership is a type of leadership that involves transforming followers into leaders through the implementation of constructive change to effectively address bullying in the workplace (Niinihuhta et al., 2022). The workers are motivated to accomplish greater heights due to this style, which encourages open communication and involvement among them. It is possible for nurses who have been bullied to have the fortitude to confront their superiors and come forward with their experiences. All nursing staff members are less prone to bully their coworkers when they have the sense that they are valued.

The practice of transformational leadership encourages collaboration among nurses, which in turn increases the number of positive relationships and decreases bullying in the workplace (Niinihuhta et al., 2022). In addition, nurse managers who engage in transformational leadership can cultivate a feedback process that operates effectively, thereby establishing a

setting in which employees can comfortably report any instances of bullying they encounter. A further benefit of transformational leadership is that it encourages the sharing of ideas in a secure environment, enhancing the possibility that employees will report any type of bullying they encounter in the workplace (Niinihuhta et al., 2022).

### **How the Leadership Style Compares to My Leadership Style**

My role as a transformative leader requires me to aggressively seek feedback and work together with staff members to accomplish our objectives (Niinihuhta et al., 2022). On the other hand, in a bureaucratic system, I occasionally deliver directions in a transactional style, which causes fear among staff members to report accidents and other safety concerns. I aspire to be a powerful example for others to follow by exhibiting exceptional skill, integrity, and ethical standards. The goal is to establish efficient communication channels and support systems that will enable nurses and nurse leaders to realize their full potential while simultaneously providing compassionate patient care. Because I feel that open communication will inspire staff members to discuss their struggles, one of my goals is to cultivate resiliency within myself and my team.

### **Leadership Theories**

It is possible to effectively manage bullying in the workplace by utilizing both transformational and transactional leadership philosophies. The transactional theory ensures that processes are implemented quickly, whereas the transformational theory encourages creativity and change within a company. Promoting open communication and teamwork helps reduce bullying among employees (Niinihuhta et al., 2022). This method creates a secure environment for exchanging ideas, and reporting instances of bullying is encouraged. The transactional theory, on the other hand, promotes teamwork and collaboration, and it requires employees to

work together promptly to accomplish the organization's objectives. Additionally, it conveys rewards and punishments clearly and concisely, allowing leaders to manage the consequences of bullying in the workplace effectively.

### **Nurse's Role within Interdisciplinary Team**

To prevent bullying in the workplace and to ensure that patients receive safe and high-quality care, nurses play a critical role. Because it is their responsibility to look out for the health and well-being of their coworkers, they are obligated to report any bullying to the authorities involved in the hospital (Anusiewicz et al., 2020). Nurses advocate for their colleagues by challenging those who bully others in the nursing profession. They are required to uphold professional conduct by working with integrity and respecting one another, ensuring a respectful and professional atmosphere (Anusiewicz et al., 2020).

### **Conclusion**

Ultimately, bullying in the workplace is a big problem that has a variety of adverse effects, not just on nurses but also on the healthcare system as a whole. Bullying in the workplace can lead to a high turnover rate among nurses, which not only disrupts the continuity of treatment but also raises the costs associated with recruiting and training. Implementing a policy of zero tolerance for bullying in the workplace and promoting transformational leadership practices are both essential steps to take to solve this issue.

## References

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