TH-P01-003-interactive - Do work units where bulling is present have more long-term sickness absence?

Track: Bullying and harassment
What: Interactive Poster Presentation
Part of: Poster Session 1 (sites/mcidublin/en/eawop-2017/schedule/205/Poster+Session+1)
When: Thursday May 18 11:00 AM to 12:30 PM (1 hour 30 minutes)

Conflict in organizations
Bullying and harassment
TH-P01-003-interactive

Do work units where bulling is present have more long-term sickness absence?
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Content: Objective
The purpose of the study is to investigate the association between work unit (WU) level of workplace bullying and long term sickness absence (LTSA) among non-bullied colleagues.

Methods
In 2007 we invited 10036 Danish public employees, of which 4,489 responded by filling in a questionnaire on working conditions and health. Information about LTSA (≥30 consecutive days of sickness absence) was obtained by linkage to the Danish register of sickness absence compensation benefits and social transfer payments. We calculated the proportion of bullied employees at each work unit (0-100%). Next, we excluded all participants who had experienced a period of LTSA in 2005 or 2006 as well as all participants from WU with less than 5 respondents. Finally, we excluded all participants who reported workplace bullying from the analyses of the association between LTSA and WU level of bullying.

Results
WU were classified as no-bullying (0% bullied, 119 WU, N=2,570), occasional bullying (2.6-9.5% bullied, 52 WU, N=2,181) and frequent bullying (10-50% bullied, 101 WU, N=2,481). Compared to no-bullying WUs, OR for LTSA was 1.26 [95% CI: 1.04-1.54] among occasional bullying and 1.30 [95% CI: 1.09-1.56] in frequent bullying WUs, adjusted for age and gender. Among responders we adjusted for age, gender, leisure time physical activity, smoking, alcohol, education and BMI and found ORs of 1.34 [95% CI: 1.02-1.76] among occasionally bullied and 1.32 [95% CI: 1.02-1.72].

Value
This is the first study to show an association between work unit level of bullying and LTSA among non-bullied colleagues.

Speakers

https://sites.grenadine.co/sites/mcidublin/en/eawop-2017/schedule/1515... 24/05/2017
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