

Impact of Workplace Bullying on the Anxiety of Young Adults and Middle - Aged Adults: A Comparative Study

Tanya Rajwanshi¹, Dr. Siddharth Soni²

¹M. A Clinical Psychology, Amity Institute of Psychology and Allied Sciences, Amity University Uttar Pradesh, Noida 2023, India

²Assistance Professor, Amity Institute of Psychology and Allied Sciences, Amity University Uttar Pradesh, Noida 2023, India

Abstract: *Anxiety and workplace bullying can fundamentally affect a singular's prosperity and generally speaking emotional well-being. We should investigate the connection between the two: Anxiety and Pre - Existing Condition: It's vital to take note of that anxiety can preexist before an individual enters the labor force. People with tension issues might be more powerless to the pessimistic impacts of working environment harassing because of their elevated aversion to stressors. Anxiety Because of Work environment Harassing is a working environment tormenting alludes to constant, rehashed abuse or provocation of a representative by at least one people. The experience of being harassed can prompt the turn of events or worsening of anxiety side effects. The apprehension, embarrassment, and consistent pressure brought about by harassing can add to the beginning of anxiety, for example, summed up tension confusion (Stray) or post - traumatic stress disorder (PTSD). This study was done on a sample of 80 individuals (N=80), 40 young adults and 40 middle aged adults. The study was conducted through a 21 - item questionnaire for workplace bullying and 14 item questionnaires. The questionnaire was sent to subjects online through google forms and offline too. Instructions were clearly mentioned at the start of every section. The response sheet was then scored and the results were tabulated. This paper aimed to do a comparative study on young adults v/s middle aged adults with respect to the effect of workplace bullying on anxiety. Here workplace bullying is our dependent variable whereas anxiety is our independent variable. Previous research under these two variables show that workplace bullying influence our anxiety. Low workplace bullying handling capacity tends to lower our anxiety, whereas higher workplace bullying increases our anxiety. However workplace bullying, being a relatively new area for research has not been explored a lot, especially with respect to Indians. Results suggested that there was significant relationship between anxiety of both young adult and middle - aged adults. Which means that the way one handles his/her emotions do come in the way of their willingness or motivation to achieve their goals. however, when both the variables (i. e workplace bullying and anxiety) were compared individually in both the age groups, (i. e, young adults and middle - aged adults), it was seen that there is no significant difference between the workplace bullying and anxiety between both the age groups.*

Keywords: Workplace Bullying, Anxiety, Young adults, Middle - aged adults

1. Introduction

1.1 Workplace Bullying

Workplace Bullying is an unavoidable issue that influences numerous people in the labor force. It alludes to the rehashed and deliberate abuse of a person by at least one associates or managers. Work environment tormenting can take many structures, like boisterous attack, actual maltreatment, embarrassment, and rejection from social exercises. It can happen to anybody, no matter what their age, orientation, nationality, or occupation job.

Workplace Bullying has been connected to different adverse results, like diminished work fulfillment, expanded non - appearance, and diminished efficiency. It can likewise fundamentally affect the psychological wellness of people, especially regarding nervousness and self - adequacy. Nervousness alludes to sensations of dread, stress, and trepidation about the future, while self - viability alludes to a singular's confidence in their capacity to accomplish their objectives and perform well working.

Bullying has stayed a worry related with mental issues, nervousness, and self - destructive considerations all through the globe. Working environment harassing is the repeated ways of behaving zeroed in on laborers expected to

humiliate or criticize them.

Behaves like this represent a significant gamble to workers' security and wellbeing, and many individuals generally get confounded among harassing and hostility. Notwithstanding, you should take note of that there is a slim line qualification among hostility and tormenting. While hostility generally consolidates a specific deed, harassing conduct incorporates repeated acts against the victims, and it is the overarching example of unfit way of behaving. Bullying or provocation in the working environment incorporates hurting individuals in the workplace either by partners or significant level supervisors or abusing the power shared with them. Likewise, embarrassing, subverting, and unnerving a worker are demonstrations of tormenting that make a feeling of weakness in the person in question. Besides, the imagination of the workers gets stifled because of low sense of pride. It impacts their ability to adapt to testing conditions. The medical problems incited by such badgering exercises cause representatives to feel defenseless and, the workers experience the accompanying:

- Body aches and persistent neck pains
- Headaches
- Uneasiness
- Depression
- Financial issues
- Post - Traumatic Stress Disorder

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- Phobias
- Digestive issues
- Suicidal thoughts
- Lack of sleep

Anxiety

Anxiety is a psychological disorder that is described by excessive worry and dread over different circumstances. Anxiety is your body's regular reaction to stress. It's a sensation of dread or trepidation about what's to come. For instance, going to prospective employee meeting or giving a discourse on the principal day of school might take certain individuals feel unfortunate and anxious.

In any case, on the off chance that your sensations of tensions are outrageous, keep going for somewhere around a half year, and are obstructing your life, you might have a nervousness problem.

It's a generally expected to have a restless outlook on moving to another spot, beginning a new position, or stepping through an exam. This sort of tension is terrible, yet it might spur you to work harder and improve.

Normal tension is an inclination that goes back and forth however doesn't slow down your daily existence.

On account of an anxiety problem, the sensation of dread might accompany you constantly. It's extraordinary and at times incapacitating.

This kind of anxiety might make you quit doing things you appreciate. For instance, it might keep you from entering a lift, going across the road, or in any event, leaving your home in outrageous cases. Assuming left untreated, the uneasiness will continue to deteriorate.

Anxiety in Workplace Bullying -

Anxiety and workplace bullying can fundamentally affect a singular's prosperity and generally speaking emotional well-being. We should investigate the connection between the two:

Anxiety and Pre - Existing Condition: It's vital to take note of that anxiety can preexist before an individual enters the labor force. People with tension issues might be more powerless to the pessimistic impacts of working environment harassing because of their elevated aversion to stressors.

Anxiety Because of Work environment Harassing: Working environment tormenting alludes to constant, rehashed abuse or provocation of a representative by at least one person. The experience of being harassed can prompt the turn of events or worsening of anxiety side effects. The apprehension, embarrassment, and consistent pressure brought about by harassing can add to the beginning of anxiety, for example, summed up tension confusion (Stray) or post-traumatic stress disorder (PTSD).

Expanded Feelings of anxiety: Work environment harassing establishes a threatening and distressing workplace. The nonstop openness to harassing conduct can essentially hoist

feelings of anxiety. Ongoing pressure is known to be a contributing component to nervousness problems, as it disturbs the body's normal pressure reaction framework.

Decreased Confidence and Certainty: Work environment tormenting frequently includes strategies pointed toward putting down, subverting, or segregating the objective. Over the long run, these activities can disintegrate a singular's confidence and certainty. Therefore, they might encounter expanded self - uncertainty, stress, and social tension, making it trying for them to work successfully in their workplace.

Impeded Work Execution: Nervousness coming about because of work environment tormenting can debilitate a person's mental working and focus. They might encounter trouble zeroing in on errands, simply deciding, or complying with time constraints. This decrease in work execution can prompt further pressure and nervousness, possibly sustaining a negative cycle.

Long haul Mental Effect: Delayed openness to working environment harassing can make enduring mental impacts. Indeed, even subsequent to leaving the poisonous workplace, people might keep on encountering uneasiness side effects. They could foster an apprehension about future working environment cooperations, show hyper vigilance, or experience flashbacks connected with the tormenting episodes.

It's pivotal to address working environment harassing instantly and establish a steady and deferential workplace. Empowering open correspondence, carrying out enemy of tormenting strategies, giving emotional wellness support, and advancing mindfulness and training about harassing can help forestall and alleviate the pessimistic effect on people's psychological prosperity.

2. Review of Literature

Nauman, S., Malik, S. Z., & Jalil, F. (2019). Study highlights the significance of work environment harassing as an unavoidable working environment peculiarity and exhibits what it means for significant results. Our review depicts that work environment harassing is a huge stressor by showing that it increments work nervousness, causes a sleeping disorder, and prompts decreased life fulfillment. Our discoveries affirmed the overflow and energy impact, as we showed the consecutive intervention of occupation nervousness and a sleeping disorder on life fulfillment of an individual brought about by working environment harassing among internee junior specialists working in Pakistani clinics.

Mikkelsen, E. G., Hansen, A. M., Persson, R., Byrgesen, M. F., & Høgh, A. (2020). The section gives a thorough survey of exploration on individual results of work environment harassing connecting with mental trouble responses, physiological pressure responses, actual medical conditions and social - and financial outcomes. Besides, targets are bound to report affliction nonattendance, presenteeism, aim to leave and to early resign. Four hypothetical structures, i. e., Value - based pressure hypothesis, pattern hypothesis, the

Mental Enactment Hypothesis of Stress and the Worldly Need - Danger Model of Segregation are introduced to educate an expanded comprehension regarding the connection between work environment harassing and the introduced mental, physical and social results.

Conway, P. M., Hogh, A., Balducci, C., & Ebbesen, D. K. (2021). The objective of this part is to make an outline of the surviving global writing on the connection between work environment harassing and psychological wellness. Concentrates on zeroing in on the emotional well - being impacts of seeing tormenting and analyzing reverse causation will be likewise inspected. The part will then, at that point, continue on toward the accessible exploration on individual and business related mediators of the connection between work environment tormenting and psychological well - being. In the finishing up segment, the fundamental holes in ebb and flow information will be summed up, trailed by a conversation representing things to come research headings expected to improve how we might interpret the connection between work environment harassing and emotional well - being.

Presti, A. L., Pappone, P., & Landolfi, A. (2019). significant organizational implications can be drawn from our outcomes. Specifically, reliably with accessible writing, the relationship between work environment harassing and uneasiness/sadness and mental/actual negative side effects ought to address a further admonition to businesses to advance sufficient hierarchical circumstances that could lessen the probability that unfriendly ways of behaving and struggle could lead to working environment tormenting. Essential preventive intercessions ought to target hierarchical culture and environment, work association and occupation configuration, work groups' working and initiative viability, reward frameworks and rivalry, just to make reference to a couple among the primary ones.

Verkuil, B., Atasayi, S., & Molendijk, M. L. (2015). The cross - sectional information showed positive relationship between working environment harassing and side effects of misery and stress - related mental protests. Pooling the writing that examined longitudinal connections showed that working environment harassing was connected with psychological wellness protests over the long haul. Curiously, gauge psychological well - being issues were related with resulting openness to working environment harassing.

3. Methodology

Aim: To understand the relationship between workplace bullying and anxiety of young adult's v/s middle aged adults. it also aims to understand how workplace bullying has an impact on anxiety.

Objectives

- 1) To check the correlation between workplace bullying and anxiety of young adults.
- 2) To check the correlation between workplace bullying and anxiety of middle - aged adults
- 3) To compare the mean scores of work place bullying of young adults and middle - aged adults
- 4) To compare the mean scores of anxieties of young adults and middle - aged adults.

Hypothesis

- 1) There is a significant relationship between workplace bullying and anxiety of young adults.
- 2) There is a significant relationship between workplace bullying and anxiety of middle - aged adults.
- 3) There is no significant difference in the mean scores of workplaces bullying of young adults and middle - aged adults.
- 4) There is no significant difference in the mean scores of anxieties of young adults and middle - aged adults.

Description of tools

Workplace Bullying Scale (WBS) -

This is a 21 items workplace bullying scale. The scale was scored on a five - point Likert Scale where never is scored as 1 and daily is scored as 5. Cronbach's alpha acquired in the present study was 0.87 and 0.77 for person related bullying and work - related bullying, respectively. And 0.91 for total WBSS scale.

Hamilton's Anxiety Rating Scale (HAM - A) -

The HAM - A was one of the first rating scales developed to measure the severity of anxiety symptoms, and is still widely used today in both clinical and research settings. The scale consists of 14 items, each defined by a series of symptoms, and measures both psychic anxiety (mental agitation and psychological distress) and somatic anxiety (physical complaints related to anxiety). The HAM - A does not provide any standardized probe questions. Despite this, the reported levels of interrater reliability for the scale appear to be acceptable.

Procedure

This study was done on a sample of 80 individuals (N=80), 40 young adults and 40 middle aged adults. The study was conducted through a 21 - item questionnaire for workplace bullying and 14 item questionnaires. The questionnaire was sent to subjects online through google forms and offline too. Instructions were clearly mentioned at the start of every section. The response sheet was then scored and the results were tabulated.

4. Statistical Analysis

Table 1: t - test of mean scores of workplaces bullying and anxiety of both young adults and middle - aged adults

	Young adults		Middle age				
Variable	Mean	Sd	Mean	Sd	T	P	remark
Workplace Bullying	3.7	0.356	3.72	0.4	0.22	0.825	p>0.05
Anxiety	3.98	0.455	3.84	0.648	1.15	0.253	P>0.05

Interpretation - table 2 shows the t test that was conducted on workplace bullying and anxiety of both young adults and middle - aged adults to compare the mean scores of

- a) workplace bullying of young adults and middle - aged adults
- b - anxiety of young adults and middle - aged adults

Results suggest that there is no significant difference in the mean scores of workplaces bullying of young adults and middle - aged adults, because the p value is 0.825 which is greater than 0.05 which shows that the **hypothesis 3 is accepted.**

Also, there is no significant difference in the mean scores of anxieties among young adults and middle - aged adults, because the p value is 0.254 which is greater than 0.05 which shows that the **hypothesis 4 is accepted.**

Table 3: Correlation between workplace bullying and anxiety of young adults

		Workplace Bullying	Anxiety
Workplace Bullying	Pearson correlation	1	0.597
	Sig. (2 - tailed)		0
	N	40	40
Anxiety	Pearson correlation	0.597	1
	Sig. (2 - tailed)	0	
	N	40	40

Interpretation - table 3 shows the correlation between workplace bullying and anxiety of young adults.

Results suggest that there is a significant positive correlation between workplace bullying and anxiety which means that high workplace bullying leads to high anxiety in young adults. The correlation is significant at the 0.01 level.

Hence, hypothesis 1 (there is a significant relationship between workplace bullying and anxiety of young adults) is accepted.

Table 4: Shows the correlation between workplace bullying and anxiety of middle - aged adults

		Workplace Bullying	Anxiety
Workplace Bullying	Pearson correlation	1	0.564
	Sig. (2 - tailed)		0
	N	40	40
Anxiety	Pearson correlation	0.564	1
	Sig. (2 - tailed)	0	
	N	40	40

Results suggest that there is a significant positive correlation between workplace bullying and anxiety which means that high workplace bullying leads to high anxiety in middle - aged adults.

The correlation is significant at the 0.01 level.

Hence the hypothesis 2 (there is significant relationship between workplace bullying and anxiety of middle - aged adults) is accepted.

5. Analysis of Results

This study focused on 4 main objectives that were

- 1) To check the correlation between workplace bullying and anxiety of young adults.
- 2) To check the correlation between workplace bullying and anxiety of middle - aged adults
- 3) To compare the mean scores of work place bullying of young adults and middle - aged adults
- 4) To compare the mean scores of anxieties of young adults and middle - aged adults.

Based on these objectives and the past research and development on the topic four hypothesis were made that were:

- 1) There is a significant relationship between workplace bullying and anxiety of young adults.
- 2) There is a significant relationship between workplace bullying and anxiety of middle - aged adults.
- 3) There is no significant difference in the mean scores of workplaces bullying of young adults and middle - aged adults.
- 4) There is no significant difference in the mean scores of anxieties of young adults and middle - aged adults.

To test these hypotheses a sample of 80 adults (40 young adults and 40 middle - aged adults) were given a 21 - item questionnaire for workplace bullying and 14 item questionnaires for anxiety that they filled and the results suggested that all the above - mentioned hypotheses are accepted.

the results indicate that on doing a comparative study between young adults and middle - aged adults, it comes out that there is no significant difference between the workplace bullying and anxiety of young adults and middle - aged adults when tested individually, however tables 3 and 4 suggest that the correlation between workplace bullying and anxiety between young adults is 0.597 and correlation between workplace bullying and anxiety between middle aged adults is 0.564 which shows that workplace bullying of young adults has a slightly more effect on their anxiety as compared to that of middle - aged adults.

6. Discussion and Conclusion Discussion

This paper aimed to do a comparative study on young adults v/s middle aged adults with respect to the effect of workplace bullying on anxiety. Here workplace bullying is our dependent variable whereas anxiety is our independent variable. Previous research under these two variables show that workplace bullying influence our anxiety.

Low workplace bullying handling capacity tends to lower our anxiety, whereas higher workplace bullying increases our anxiety. However workplace bullying, being a relatively new area for research has not been explored a lot, especially with respect to Indians.

Moreover there was little to no research on the comparison between young adults and middle aged adults in the context of the effect of workplace bullying and anxiety. Thus, this paper aims to clear the air on any kind of impact these

variables make with respect to age range. The study was done on a sample of 80 individuals 40m young adults and 40 middle - aged adults through a 21 - items questionnaire for workplace bullying and 14 items questionnaire for anxiety.

That they filled offline and online. results suggested that there was significant relationship between anxiety of both young adult and middle - aged adults. Which means that the way one handles his/her emotions do come in the way of their willingness or motivation to achieve their goals. however, when both the variables (i. e workplace bullying and anxiety) were compared individually in both the age groups, (i. e, young adults and middle - aged adults), it was seen that there is no significant difference between the workplace bullying and anxiety between both the age groups.

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