

Fear of non-employability and of economic crisis increase workplace harassment through lower organizational welfare orientation

Giorgi G.

León-Perez J.M.

Montani F.

Fernández-Salinero S.

Ortiz-Gómez M.

Ariza-Montes A.

Arcangeli G.

Mucci N.

There is a growing body of evidence suggesting that economic crisis is a preeminent stressor (i.e., economic stress) that may worsen working conditions and expose individuals to negative acts at work (i.e., workplace bullying). Following an occupational health perspective that considers contextual factors as risk factors for workplace bullying, this study aims to examine the mediation effects of organizational orientation to employee welfare in the economic stress-workplace bullying relationship. A cross-sectional study with the participation of 1004 Italian workers from several organizations was conducted. Our results indicate that economic stress (composed of two dimensions: fear of the economic crisis and perceived non-employability) is associated with workplace bullying through the total mediation of organizational orientation to employee welfare.

These results have relevant implications for psychosocial risk assessment in turbulent times. © 2020 by the author.

Economic stress

Employability

Psychosocial risks

Workplace bullying

Workplace harassment

economic impact

financial crisis

health impact

occupational exposure

organizational framework

risk factor

welfare reform

working conditions

workplace