

A purposeful approach for implementing preventive measures among European teaching professionals: bullying, deteriorated organizational factors and the mediating role of job dissatisfaction in poor health perception

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This research aims at examining how workplace bullying, a collection of predominant organizational factors and job dissatisfaction may both directly and indirectly influence the emergence of negative health perception among teaching professionals in occupational settings. The method utilized for testing the research hypotheses is based on Partial Least Squares Structural Equation Modeling (PLS-SEM), which enables the simultaneous assessment of construct measurement and the estimation of hypothesized relationships. A sample population of 2328 European educators has been employed to reach research objectives. Results suggest that negative health perception escalates when there is a direct conditioned correlation between this factor and either bullying or certain working conditions, while indirect effects are unveiled when dissatisfaction is added to the research framework as mediating construct. From a theoretical perspective, this work contributes to human resource management research on the subject of detection and prevention of those underlying organizational constituents that might potentially undermine occupational health. From a utilitarian perspective, the findings of this research encapsulate promising implications not only for teaching professionals but also for educational institutions that pursue the continual improvement of health and performance in their educators through human resource management. © 2017, © 2017 Informa UK Limited, trading as Taylor & Francis Group.

Health perception

job dissatisfaction

organizational factors

PLS-SEM

teaching professionals

workplace bullying