

DONG-A UNIVERSITY
2015

Organizational Culture and Workplace Bullying in Nurses

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01. Background

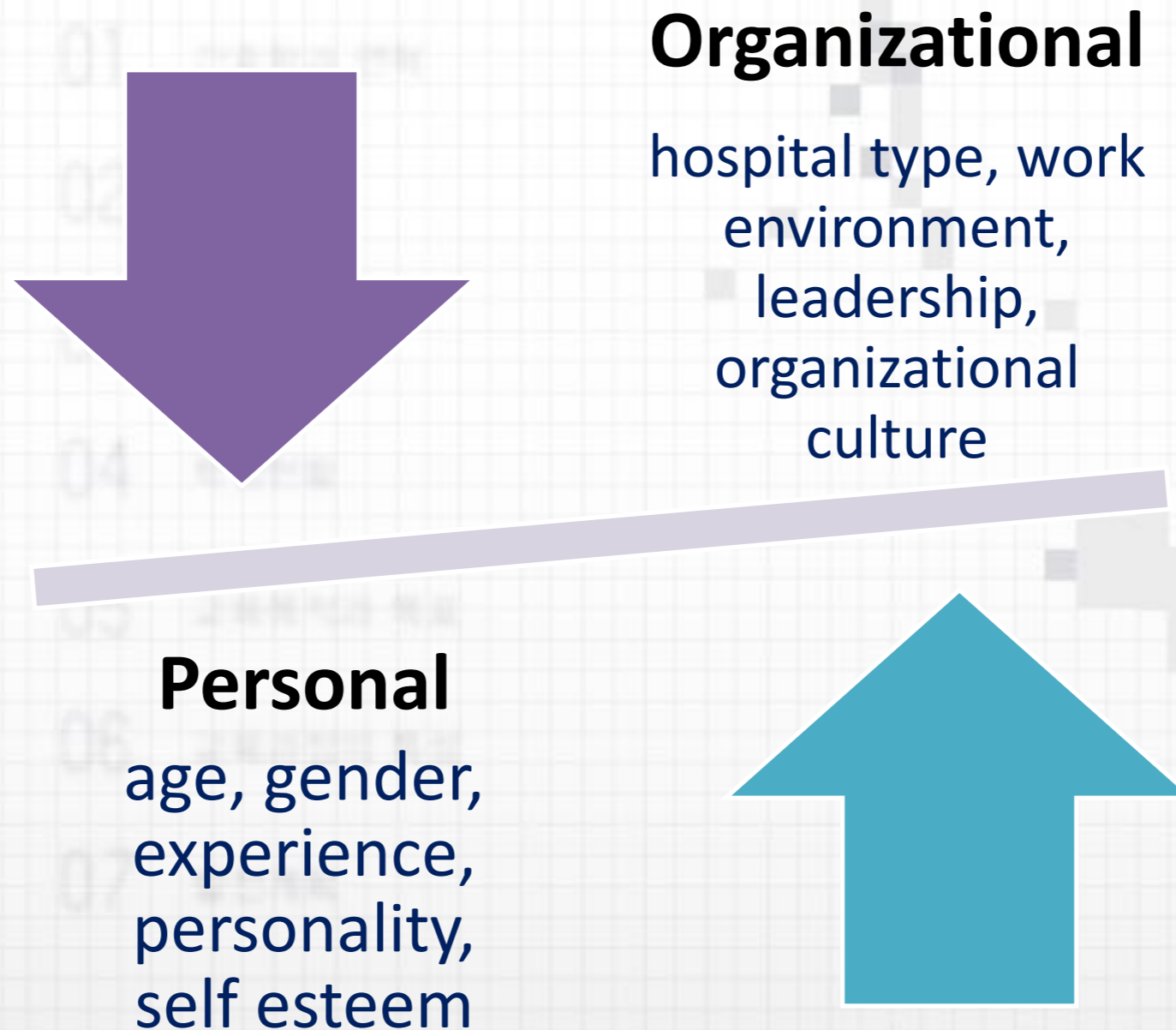
Bullying: Verbal, physical, emotional abuse and consistent behavior pattern designed to control, devalue peer (Embree, 2010)

Workplace bullying has been perceived as one of the serious problems in the nursing profession

Consequences of nursing workplace bullying



Antecedents of nursing workplace bullying



02. Purpose

To identify the relationship between nursing organizational culture and workplace bullying in Korean nurses

03. Methods



Participants

298 hospital nurses in Busan, Korea

Instruments

Bullying: NAQ-R (Einarson & Hoel, 2001)
OC: Nursing organizational culture scale (Han, 2001)

Study period

July ~ August, 2014

04. Results



Characteristics of Participants

Characteristics	Categories	n	%	M±SD
Age (years)	<25	73	24.6	28.10±5.10
	25-29	136	45.8	
	30-34	50	16.8	
	≥35	38	12.8	
Marital status	Single	231	77.8	
	Married	66	22.2	
Religion	Yes	121	40.7	
	No	176	59.3	
Education	Associate	148	49.8	
	BSN	133	44.8	
	>Master	16	5.4	
Monthly income (10,000 KW)	<200	60	20.2	
	200-249	172	57.9	
	250-299	40	13.5	
	≥300	25	8.4	
Type of hospital	General	143	48.1	
	University	154	51.9	
Work experience (monyhs)	<25	62	20.9	68.18±58.61
	25-48	87	29.3	
	49-120	99	33.3	
	≥121	49	16.5	
Working units	Inpatient units	141	47.5	
	ICU	59	19.9	
	OR	27	9.0	
	ER	41	13.8	
	Others	29	9.8	
Position	General	269	90.6	
	Charge	28	9.4	
Type of work	Shift	263	88.5	
	Fixed	34	11.5	

04. Results



Organizational Culture and Workplace Bullying

Variables	Sub-domains	n(%)
Organizational culture	Relation-oriented	107(36.0)
	Innovation-oriented	31(10.4)
	Rank-oriented	135(45.5)
	Task-oriented	24(8.1)
Workplace bullying	Victim	47(15.8)
	Non-victim	250(84.2)

Criteria of bullying victim: respond to at least two negative acts with a frequency of weekly or daily (Mikkelsen & Einarsen, 2001)

04. Results

Comparison of Bullying Victims by Participants' Characteristics

Characteristics	Categories	Bullying		χ^2	<i>p</i>
		Victim	Non-victim		
Age (years)	<25	11(15.1)	62(84.9)	0.90	.825
	25-29	21(15.4)	115(84.6)		
	30-34	10(20.0)	40(80.0)		
	≥35	5(13.2)	33(86.8)		
Marital status	Single	36(15.6)	195(84.4)	0.05	.832
	Married	11(16.7)	55(83.3)		
Religion	Yes	22(18.2)	99(81.8)	0.85	.356
	No	25(14.2)	151(85.8)		
Education	Associate	19(12.8)	129(87.2)	2.51	.285
	BSN	26(19.5)	107(80.5)		
	>Master	2(12.5)	14(87.5)		
Monthly income (10,000 KW)	<200	7(11.7)	53(88.3)	8.84	.031
	200-249	22(12.8)	150(87.2)		
	250-299	11(27.5)	29(72.5)		
	≥300	7(28.0)	18(72.0)		
Type of hospital	General	14(9.8)	129(90.2)	7.54	.006
	University	33(21.4)	121(78.6)		
Work experience (monyhs)	<25	14(22.6)	48(77.4)	4.06	.255
	25-48	13(14.9)	74(85.1)		
	49-120	11(11.1)	88(88.9)		
	≥121	9(18.4)	40(81.6)		
Working units	Inpatient units	17(12.1)	124(87.9)	13.44	.009
	ICU	6(10.2)	53(89.8)		
	OR	5(18.5)	22(81.5)		
	ER	14(34.1)	27(65.9)		
	Others	5(17.2)	24(82.8)		
Position	General	43(16.0)	226(84.0)	0.06	.815
	Charge	4(14.3)	24(85.7)		
Type of work	Shift	42(16.0)	221(84.0)	0.04	.849
	Fixed	5(14.7)	29(85.3)		

Relationship between Organizational Culture and Bullying

Organizational culture	n(%)	Bullying		χ^2	<i>p</i>
		Victim (n=47)	Non-victim (n=250)		
Relation	107(36.0)	9(8.4)	98(91.6)	9.89	.019
Innovation	31(10.4)	3(9.7)	28(90.3)		
Rank	135(45.5)	30(22.2)	105(77.8)		
Task	24(8.1)	5(20.8)	19(79.2)		

04. Results

Multiple Hierarchical Regression

Influence of Organizational Culture on Bullying

		OR	(95% CI)	p
	K	0.10	(0.03-0.37)	.001
	≥ 300	1.73	(0.46-6.48)	.414
Monthly income (10,000 KW)	250-299	1.46	(0.43-4.95)	.548

Nurses working in rank-oriented culture have 2.58 time higher risk of being bullying victim than nurses in relation-oriented culture

Organizational culture	Rank	2.58	(1.12-5.94)	.026
	Task	2.07	(0.58-7.43)	.262
	Innovation	0.86	(0.21-3.56)	.833
	Relation	1.00(ref.)		
LR χ^2 (p)		26.49 (.006)		
Max-rescaled R ²		.147		

05. Conclusion



1

Prevalence of workplace bullying = 15.8%

2

Risk of being bullying victim higher in rank-oriented culture

3

Nursing organizational culture impacts on workplace bullying in Korean nurses

4

Future research: building relationship in nurses

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**Thank you
for your attention**

