



Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying

By Maureen Duffy, Len Sperry

Oxford University Press Inc. Hardback. Book Condition: new. BRAND NEW, Overcoming Mobbing: A Recovery Guide for Workplace Aggression and Bullying, Maureen Duffy, Len Sperry, Mobbing is a destructive social process in which individuals, groups, or organizations target a person for ridicule, humiliation, and removal from the workplace. It can lead to deteriorating physical and mental health, workplace violence, and even suicide. Studies indicate that as many as 37% of American workers have experienced workplace abuse at some time in their working lives. Overcoming Mobbing is an informative, comprehensive guidebook written for the victims of mobbing and their families who often can't make sense of the experience or mobilize resources for recovery. In an engaging, reader-friendly style, the book distinguishes mobbing from bullying in that it takes place within organizational or institutional settings and involves organizational dynamics. Mobbing is not about the occasional negative experience at work; it is ongoing negative acts, both overt and covert, over time, that erode workers' confidence in themselves and in their workplaces and that no amount of sophistication or maturity can make sense of. Duffy and Sperry, leading authorities on this special type of aggression, provide effective strategies for recovery from mobbing as well as...



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