“The Conceptualisation of Victimisation as a Group Phenomenon: A Longitudinal Study”

Speaker: Associate Professor Sabrina Deutsch Salamon, York University, Toronto, Canada

When: 10.30am – 12pm, Monday June 15th, 2009

Where: Room -2.13, Building N72 (Business 2), Nathan Campus

The victimisation of individuals by their fellow group members is ubiquitous in organizations, with serious detrimental outcomes for organisations and their members. Research on workplace victimisation to date has mostly focused on victimisation at the individual-level of analysis (see research on mobbing for an exception). As a result, much of this work has examined either the motives and attributes of individual perpetrators, or the characteristics of the targets that might contribute to their victimisation. Recent literature, however, suggests that this simplistic division of people as either perpetrators or targets ignores the research findings from the broader literature on human aggression showing that aggression most often emerges from ongoing social exchanges, and emerging evidence that aggression is a meaningful group–level construct with outcomes that are masked by an individual-level lens. An important question that remains unanswered is how victimization emerges as a phenomenon that characterizes the group as a whole. Specifically, we lack understanding of the processes that give rise to the collective victimisation of a team member by multiple fellow team members. Employing a longitudinal case study, this paper develops an empirically grounded model of how this process unfolds, as well as examines its consequences for the group.

Following Sabrina's presentation, a panel of researchers in the area of mobbing and bullying in the workplace will respond briefly to Sabrina's presentation, highlighting synergies between Sabrina's research and research initiatives at Griffith University.

Panel of researchers: Dr Sara Branch; Dr Linda Shallcross; Kristie Westerlaken; Dr Sheryl Ramsay and Professor Michelle Barker.

Speaker: A/Prof Sabrina Deutsch Salamon, earned her PhD in Organizational Behaviour at the Sauder School of Business, University of British Columbia, Vancouver, Canada. Sabrina's research interests include organisational trust, citizenship and deviant behaviours, and group dynamics. Her recent work has been published in several leading academic journals, including the Journal of Applied Psychology and the Journal of Organizational Behaviour. Her research projects have been supported by grants from Canada’s Social Sciences and Humanities Research Council, and she is the recipient of SAS Interdisciplinary Research Award 2006. Sabrina holds a Masters Degree in Economics and Business Administration (Cum Laude), and prior to pursuing her doctoral degree, she worked several years as an economist. Sabrina also completed graduate studies in Counselling, is a certified group facilitator, and has worked with various groups in organizations both in the private and the public sectors.

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