Introduction

- Despite growing awareness of cyberbullying, relatively little research has been devoted to the experiences of and responses to cyberbullying in the workplace (see D'Cruz and Noronha, 2013, Coyne et al., 2017)
- Findings from existing research show that cyberbullying at work can occur at a higher intensity than traditional bullying and an organisation's lack of preparedness to deal with it
- Workplace cyberbullying can have a detrimental effect not only on performance but also on employee engagement levels (Forssell, 2020; Gardner et al., 2016)
- Research also confirms that cyberbullying, like traditional bullying, is associated with poorer mental and physical health of employees, as well as lower job satisfaction (Coyne et al. 2017; Vranjes et al., 2017)

Aim of the research...

is to determine whether and to what extent exposure to workplace cyberbullying, technostress and feelings of loneliness are associated with negative consequences for employees working remotely, i.e. deterioration of mental and physical health, reduced job satisfaction and job commitment, increased job burnout)

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Negative effects of cyberbullying, technostress and feelings of loneliness in remote working
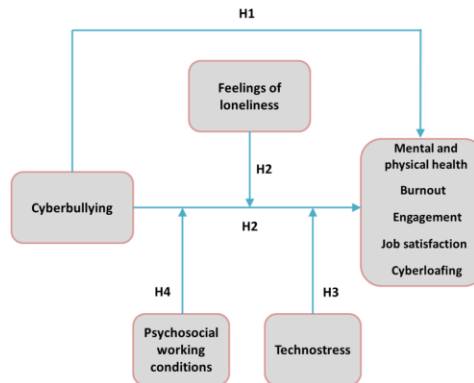
Magdalena Warszewska-Makuch Ph.D.

Central Institute for Labour Protection – National Research Institute, Czerniakowska St. 16, 00-701 Warsaw, Poland

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01 Research Model

The starting point in our research was the development of a theoretical model presenting the hypotheses set out (Figure 1)

02 Research Methodology
Survey Structure

To test our hypotheses a complete two-wave panel study is conducted, with a time lag of approximately six months between each wave

First wave
Of the Survey (N >500)

Second wave
Of the Survey (N = 500)

6 months

The survey was conducted on-line among white-collar employees:
- remote working
- work using information and communication technology (ICT) devices

03 Research Methodology
Survey Structure

The study used standardized questionnaires which evaluated the following variables :

1) Socio-demographic Information
2) Workplace cyberbullying (ICA-W, Vranjes et al., 2018)
3) Feelings of loneliness (DJGLS, de Jong Gierveld)
4) Technostress (TCTI Scale, Tarafdar et al., 2015)
5) Mental and physical health (COPSOQ II, Pejtersen et al., 2010)
6) Psychosocial working conditions (COPSOQ II, Pejtersen et al., 2010)
7) Job engagement (UWES, Schaufeli et al., 2002)
8) Job burnout (COPSOQ II, Pejtersen et al., 2010)
9) Job satisfaction (COPSOQ II, Pejtersen et al., 2010)
10) Cyberloafing (CL, Lim i Teo, 2005)

Note: results of this study will be available in July 2024

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04 Conclusions

➢ This study will assess whether the negative impact of cyberbullying on the wellbeing of remote workers, as well as their use of cyberloafing, is amplified by inadequate psychosocial working conditions, with a particular focus on the role of technostress, as well as the sense of loneliness treated as an individual variable

➢ It is assumed that the results of this study will make it possible to develop strategies for preventing, as well as eliminating the phenomenon of cyberbullying at work, both at the level of the organisation and of individual employees

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Acknowledgment

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Thank You For Your Attention !

Magdalena Warszewska-Makuch Ph.D.

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