

Matti Meriläinen

Finnish comprehensive school teachers' experiences of workplace bullying, work-related well-being, and intention to leave the workplace

This study examines teachers' experiences of workplace bullying, especially bullying by pupils, parents, colleagues, and managers. The aim was to uncover the nature of the bullying and the relationship between different forms of bullying and teachers' well-being and intention to leave the workplace. In accordance, I sought to reveal the prevalence of teachers' fears of being bullied and the relationship between these fears and the teachers' well-being and intention to leave workplace. The teachers examined teach grades 0–9. More than a third (36.5%) had experienced bullying in the past year. The forms included 'person-related' and 'work-related' bullying, 'unreasonable work-related demands', 'being professionally undermined', 'slander', 'social exclusion', and 'physical intimidation'. The teachers' perceived work-related burn-out was related to unreasonable work-related demands, social exclusion, and physical intimidation. A relationship between unreasonable work-related demands and an intention to leave the workplace was also revealed. Furthermore, fears of being bullied were related to both well-being and an intention to leave the workplace.