

by Wang Wang - Monday, 30 January 2023, 5:21 PM

Case Study: Abusive Workplace Behavior

Peer Response 1

Hi Wang

Great post. You have pointed out some interesting facts.

In addition, drawing to your point of Max's behavior, he clearly violates principle 1.4 of the ACM (ACM Ethics, 2018) by him disrespecting others. Furthermore, his verbal abuse and personal attacks on colleagues violates principles 1.1 as well. Contrasting this to the BCS Code of Conduct (BCS, 2022) the following principles would also be in violation:

- Under section (1a) Public Interest – “have due regard for public health, privacy, security and wellbeing of others and the environment”. Max's behaviour will definitely have an impact on Diane's wellbeing.
- Under section (2f) Professional Competence and Integrity – “avoid injuring others, their property, reputation...”. In this instance Diane's reputation was damaged.
- Under section (4d) Duty to the profession – “act with integrity and respect in your professional relationships with all members of BCS and with members of other professions with whom you work in a professional capacity”.

Furthermore, I agree with Jonathan's statements around the emotional wellbeing of Diane. As a manager of a team, Jean should have offered more support instead of dismissing Diane, as a result Diane's productivity and well-being could possibly be negatively impacted. In an interesting article by Han et al. (2017), research shows that abusive supervision negatively affects an employee's creativity.

In many organisations we often wonder why some employees perform better than others, there are many factors that can contribute to this, and Diane's case highlights one of them.

References

ACM Ethics. (2018) ACM Code of Ethics and Professional Conduct. Available from: <https://ethics.acm.org/> [Accessed 29 January 2023].

BCS. (2022) The Chartered Institute for IT CODE OF CONDUCT FOR BCS MEMBERS. Available from: <https://www.bcs.org/media/2211/bcs-code-of-conduct.pdf> [Accessed 29 January 2023].

Han, G.H., Harms, P.D. & Bai, Y. (2017) Nightmare Bosses: The Impact of Abusive Supervision on Employees' Sleep, Emotions, and Creativity. *Journal of Business Ethics* 145(1): 21–31. Available from: <https://doi.org/10.1007/s10551-015-2859-y> [Accessed 30 January 2023].