

ملخص بحث بعنوان :

التنمر في بيئة العمل وعلاقته بالإبداع التنظيمي لدى أعضاء هيئة التدريس

"دراسة مطبقة على كلية الخدمة الاجتماعية بالفيوم" كدراسة حالة

إعداد: د / ليلي عبدالوارث عبدالوهاب – أستاذ مساعد بقسم طرق الخدمة الاجتماعية

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Abstract

Title: bullying in Work Environment and its Relationship with Organizational Creativity in Teaching Staff; a study applied to the Faculty of Social Work in Fayoum; as a case study.

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I- Problem of the Study and its Significance:

Bullying often occurs in academic institution. As this phenomenon is growing in the academic environments, this study was conducted to identify the prevalence of the bullying phenomenon among male and female academicians; how these behaviors are correlated to some factors; and their reflections to the organizational creativity in work environment.

II- **Concepts of the Study:** are bullying, bullying in work environment, and organizational creativity.

III- **Goals of the Study:** The main goal of the study was stated as "to identify relationship between bullying in work environment and organizational creativity among teaching staff members.

IV- Methodology of the Study:

Type of the study: This is a descriptive study that describes bullying in work environment among teaching staff members; and its reasons, forms, and reflections on organizational creativity.

Method: This study used case study method by selecting faculty of Social Work in Fayoum.

Tools: (a **scale form** titled "bullying in work environment and its relationship to organizational creativity"; and a **questionnaire** on bullying, its forms and reasons among teaching staff members.

Fields of the Study:

Location: The Faculty of Social Work, Fayoum University, as a case study.

Human scope: a sample drawn from members of teaching staff in Faculty of Social Work (n= 28) from various departments.

Duration: The period taken for data collection and field application, that is, from 1st January 2019 till 30th June 2019.

V- Findings:

- 1- Increase in level of sample members subjecting to negative behaviors and demonstrations of bullying in work environment from certain sources as administration, coworkers, or students,
- 2- Absence of a compulsory law to preserve rights of teaching staff and prevent any kind of assault against them,
- 3- Number of years of experience has no effect of subjecting to bullying in work environment. There was no difference between less and more years of experience of teaching staff members.
- 4- The members of teaching staff with different scientific degrees have been subject to concurrent attempts of bullying in work environment.
- 5- There are no differences in level of staff's responses to statements of organizational creativity's axes, whatever the job titles are.