

Bullying a Blazing Inferno - A Bibliometric Analysis of Its Perpetuation & Percolation

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ABSTRACT

Workplace bullying has been an achilles' heel and a topic of international deliberation for organizations globally.

A thorough study encompassing various attributes of bullying at workplace and its impact on both organization and the workforce has attained significant traction globally in last two decades and has catapulted even more, recently.

The intended aim of this investigation is to undertake a bibliometric review of previous studies carried out between the time range 2000-2023, on the theme "Workplace bullying". It examines the evolution in publication trend over the years; the global perpetuation of study by mapping out countries contributing to the study; influential authors & journals; research collaboration & intercountry liaison and accordingly recommend future work /scope based on comprehensive scouting of research bibliometrically.

For our bibliometric analysis, the Boolean search of Scopus for the years ranging between 2000 to 2023 were carried out which retrieved 916 documents. The retrieved documents were subjected to rigorous screening, ultimately narrowing down to 697 articles for further analysis. Graphical correlations and their link strengths were displayed using VOSviewer programme and data trends along with drilled down insights were plotted leveraging Power BI and MS excel tools.

The top authors, journals & publications; top countries, Co-authorship, Citations and strength of associations between authors & countries were identified using bibliometric techniques succeeded by an in-depth bibliographic-network-based-content-analysis.

This analysis indicated that research on the thread was carried out at the global level with both developed & developing nations contributing substantially.

Keywords: Bullying; Workplace bullying; Workplace; Employee; Bibliometric; VOSviewer; Power BI.

1. Introduction

With the dawn of new millennium, the word Bullying began to gain relatively greater traction, albeit wrapped with negative connotations.

There are multiple studies that maps and plots numerous Socio-Cultural-Political-Economic-Human traits that have contributed to bullying globally but what has fuelled & catapulted this up to next level in the recent past is the rampant digitalization & technological advancements that organizations world over are navigating through currently.

Current business dynamics warrants organizations to operate with stringent deadlines, micro manage and be a hard task master; ultimately breeding in the concept of bullying. It can be deduced from the studies that bullying today has a pronounced global presence and continues to expand its wings, more and more.

Adams (1992) coined the term "bullying" as "a derogatory behavior vetted out by cruel, humiliating, vindictive people as an attempt to weaken people or group of people working within an organization. It affects both the personal and professional performance of an individual, and can result in tension, worry and emotional/physical sufferings.

Bullying can be explained as a pattern of aggressive behavior which is repeated and aimed at one or more people, leaving the target unable to stop, avoid, or protect themselves from the effects of the behavior. Bullying at the workplace is defined as negative behavior that occurs regularly (for at least six months). Although reports of physical or sexual acts have been made, the majority of these negative acts are psychological in nature. They could be about things unrelated to work (like demeaning or humiliating behaviours) or things connected to work (like hiding records). It is common for the victim to find it challenging to defend themselves. (Einarsen et al., 1994; Leymann, 1996).

It is critical to distinguish workplace bullying from more general conflicts because the former necessitates the victim being pushed into a position of inferiority. (Einarsen et al., 1994) Additionally, that the bully has no intention of stopping the bullying (Hubert et al., 2001)

Bullying is a big deterrent to employee morale, mental health, amicable work culture and can potentially damage organizations by weeding down their core competency due to higher attrition and de-engaged talents working on the ground. Additionally, multiple other studies have highlighted that "victimization, suicidal tendencies, depression, emotional breakdown, anxiety, stress driven ailments and impaired productivity as the other negatives accounting due to bullying. (Gunther et al., 2016; Hinduja & Patchin, 2019; Klomek et al.2007)

Workplace bullying can be physically & emotionally draining for the person being subjected to bullying (Einarsen & Skogstad, 1996). Taking cue from its pernicious and rapid perpetration globally, the World Health Organization recently labelled it as a major public threat that necessitates immediate attention and action (Spence & Nosko, 2015).

Leymann (1990) discussed two types of mobbing: soft and hard. Whereas the latter suggests some sort of persecution at work, the former speaks of psychological terror in the workplace. In English-speaking countries like Australia (McCarthy, 1996), Britain & Ireland (Hoel & Cooper,2000) bullying is a term that is frequently used. In Netherlands the preferred term is mobbing. (Zapf, 1999)

The phenomenon of bullying is described in North American literature using a variety of concepts, including "workplace incivility" (Andersson & Pearson, 1999); "employee abuse" (Keashly, 1998); "harassment" (Brodsky 1976); "psychological harassment" (Vartia 1996) and "victimization" (Einarsen & Raknes 1997). All of these terms are thought to have some overlap with bullying because they were used to describe various forms of hostile workplace behavior and interpersonal aggression.

Further studies on workplace bullying have exhibited vivid cultural and national characteristics pertaining to its impact (León-Pérez et al., 2021). While studies carried out in western countries explicitly highlighted negative outcomes, on a contrary, studies carried out in eastern countries underlined a low negative, even advantageous relation with its victims. It can be attributed to a relatively higher level of acceptance of bullying by victims in these countries as (Majeed & Naseer, 2019; Naseer & Raja, 2021; Liang et al., 2020).

Table 1 below provides a tabular view of how multiple researches have interpreted Workplace bullying and its impact on both human and organization.

Inferences from the definition	Authors
All instances where a manager, supervisor, or fellow employee is victimized and mistreated by superiors, subordinates, or coworkers on a regular basis. The term Bullying is commonly employed in scenarios where an individual is subjected to persistently aggressive and violent actions over an extended duration.	Einarsen (2000)
Negative acts toward one or more individuals that are repeated and persistent, involving power imbalance and creating a hostile work environment.	Salin (2003)
Continuous offensive behavior through attempts to undermine an individual or group of employees through revengeful, cruel, malicious, or dehumanizing actions.	Chappell and Di Martino (2006)
A persistent and repeated act where there is a power imbalance between the victim and the offender and where the victim's perception of the behavior and its consequences is subject to subjectivity.	Bartlett and Bartlett (2011)
Unwanted, abusive, threatening, and violent behaviours that involve the abuse of authority and are shown in public or privately over time by an individual or group, either directly or indirectly.	D’Cruz (2016)

Table 1 Tabular view of interpretations on Workplace bullying.

Source: Misra, R. K., & Sharma, D. (2022)

Types of Bullying

Physical Bullying

The acts of striking, kicking, punching, stealing, or injuring the victim's property are all considered forms of physical bullying, as is keeping the victim confined inside. An additional extortion is a form of physical bullying in which the victim is threatened with violence in exchange for money or other items. Body language and intimidating gestures convey the threat. It can be linked to differences in power levels with victims not intending to be helpless. Bullying does not occur when disapproval turns into a dispute that escalates into a fight.

Verbal Bullying

The most common type of bullying is verbal bullying, which usually takes place in public and requires little effort on the side of the bully. Bullying that occurs verbally includes seductive, insulting, threatening, making offensive phone calls, taunting, and using hurtful language when making calls with topics pertaining to learning disabilities, ethnicity, culture, or sexual orientation.

Indirect Bullying

Disseminating negative information and asking people not to play with someone [the victim] are examples of indirect bullying. To prevent people from liking him, lying, spreading untrue stories about him, or sending specific notes are some examples of indirect bullying.

Social exclusion

The practice of methodically excluding someone from their social group or threatening them either directly by removing the victim or indirectly by persuading other group members to stay away from the victim is known as social exclusion.

Factors that Influence Bullying

Personnel factor

Bullying is linked to delinquency, an anti-social personality, psychopathic tendencies, showing masculine traits, callous emotional traits, and being easily pressed, anxious, or depressed. Bullies have been found in multiple studies to possess a higher level of social intelligence. Additionally, the researchers separated bullies into two groups based on social status and social intelligence. Bullies who are integrated into the social sphere and those who are not integrated with the social world around them.

Family Factor

Bullying can be linked to a number of family traits, encompassing gang membership, bad family dynamics, divorce, poor communication between parents, lack of psychological assistance from parents, authoritarian parenting, inappropriate punishment methods, and abuse by parents.

Interpersonal factors

Peer relationships are hierarchical; they are defined by interactions aimed at achieving and preserving status. Teenagers who hang out in friend groups put pressure on each other to fit in with the other students and to rise up the social scale. Teenagers spend a lot of time socializing with their peers in residential schools and educational localities, online forums, and areas. Notably, bullying incidents primarily appear within the context of these personal connections. Developing ties of friendship. Bullying issues increase when there are aggressive individuals present.

Different phrases that stand for Workplace bullying refer to various forms of aggressive and hostile workplace interactions that are thought to verge on bullying. Namie (2003) states that aggressive workplace behaviours can be measured on a spectrum and scaled from 1 to 10 in order to determine the intensity of the behaviours. 95% of workers reported experiencing the work place bullying phenomenon at work, which is sufficient evidence of the phenomenon's worldwide prevalence according to the research. (Einarsen et al., 2011; Fox & Stallworth, 2005)

Psychological abuse victims experience disruptions in their social networks within and outside of the workplace, as well as lower levels of work satisfaction, performance outcomes, desire, & efficiency (Cowie et al., 2002) (Einarsen, 2000). When someone is bullied, they may start taking days off to ease their suffering, resign voluntarily or under pressure, get fired, or be compelled to quit early as a result of mental abuse (Jackson & Maguire, 2002).

Bullying at work can have terrible effects on employees' overall well-being delimiting his capability to perform and deliver value. Branch et al. (2013), defined Bullying as a "pattern of consistent, negative treatment that is aimed at one or more individuals who are unable to protect themselves".

In multiple research findings it has come to light that Bullying at work is perceived to bring unfathomable loss of psychological well-being and health among the bullied employees at the workplace.

Academics in Estonia reported lower work engagement and performance as a result of perceived bullying, particularly "professional understating." Either the decline in engagement came before the decline in performance, or the other way around. Performance declined as a result of the decline in engagement. Meriläinen, M., Kõiv, K. and Honkanen, A. (2019).

Einarsen & Rakness (1991,1997) developed the Negative Act Questionnaire (NAQ) as an instrument to measure workplace bullying, but they discovered that the tool had a number of flaws, including its application in different contexts. (2009) Einarsen et al. after which the Negative Acts Questionnaire-Revised was modified and its validity was examined. Prior to confirming the NAQ-R as a standardized and legitimate instrument to evaluate instances of

workplace bullying. Researchers would be able to use the questionnaire to quantify the three different forms of bullying: workplace bullying, person-related bullying, and like bullying that is physically intimidating.

From above it can be underlined that bullying is a blazing Fireball that in its wrath not only corrode employees mentally, emotionally, socially and physically but can potentially make or break an organization. How organizations mitigate bullying is turning out to be a/ would be a key “*Service differentiator*” and hence convinced multiple researches to undertake extensive study on this theme/domain.

“This study aspires to provide an explicit & thorough bibliometric analysis of literature on workplace bullying in a bit to facilitate deeper understanding of theme encompassing the perpetuation, impact and therefore, encourage/motivate further studies on this thread.

Below five questions that have been curated to determine the core traits of bibliometric analysis on the subject; would help double tap the importance of carrying out researches of high quantum on this theme.

- **RQ1: How research on this theme has evolved over the years between the year 2000 to 2023?**
 - *How much work has been published in Workplace Bullying?*
 - *How many citations have been received?*
- **RQ2: Which countries & institutions have contributed significantly to the study of Workplace bullying?**
- **RQ3: What are the most influential journals and leading authors in the field of workplace Bullying?**
- **RQ4: What are the collaboration patterns, strength of association and the most cited paper& Keyword of research on the theme Workplace bullying?**
- **RQ5: What can be inferred from the bibliometric study that has been undertaken on the topic of Workplace bullying?**

2. Methodology

Bibliometric analysis has been adopted and leveraged in this Study.

2.1 Bibliometric analysis:

Bibliometrics is concerned with the “*analysis of research based on citation, count and pattern*”.

Nerur et al. (2008) believes it to be a very reliable and proven technique that eradicates/reduces the risk of prejudices/subjective bias which is prevalent in the qualitative literature blend/synthesis.

Fellnhofer (2019) opined that researchers by leveraging bibliometric analysis can accentuate the evolution pattern of a variable by thoroughly examining it from multiple perspectives.

Pritchard (1969) & Broadus (1987) reiterated that by leveraging quantitative techniques, bibliometric studies plot depictive summaries of a huge volume of bibliographic content.

Donthu et al. (2020) further believed that “researchers leverage bibliometric analysis for multiple purposes like spotting evolving/emerging patterns in article & journal ratings, research components, collaboration strategies, and the intellectual structure of a particular field in the body of existing literature”.

There are Four Stages involved in Bibliometric analysis.

- **Data acquisition.**
- **Data pre-processing.**

- **Statistical calculation.**
- **Application analysis.**

“Keywords” are the Foundation on which any bibliometric analysis hinge on.

This current study aptly depicts the bibliographic overview of research undertaken in the domain of “Workplace bullying”; vividly through descriptive and network analyses. The descriptive analysis includes “total number of publication & citations” (Tsay, 2009). “Keyword analysis has been leveraged to expose the knowledge structure, emerging trend and the outlying themes prevalent in research domain” (Hu et al., 2018); whereas “Co-word analysis has been carried out to unveil the Conceptual structure” (Callon et al., 1983; Castriotta et al., 2019).

The network analyses involve the “bibliographic couplings (BCs) and co-occurrences to trace the strength of collaboration.

Table 2: Outlines the abbreviations that have been used in the model below.

Table 2: Abbreviations used in depicting the below model.	
CA:	Citation Analysis
FA:	Frequency Analysis
TA:	Trend Analysis
MCJ:	Major Contributing Journal.
MCA:	Most Cited Article
BC:	Bibliographic Coupling
Co-oc:	Co-occurrence analysis by Author, Keyword & Country
RT & SP:	Research trend and Scientific Productivity
SFR:	Scope for Future research
LS:	Link Strength
OPA:	Opportunity area
BS:	Bibliographic Screening

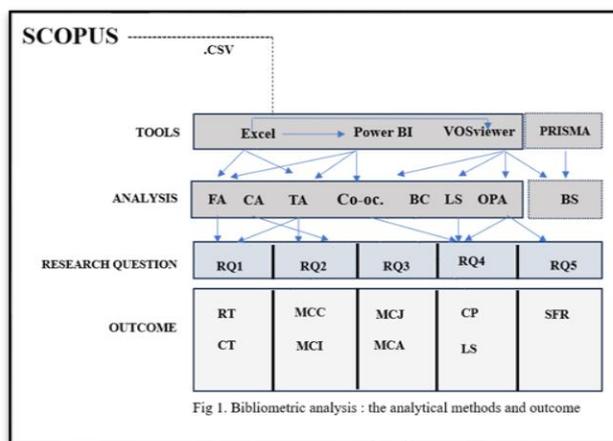


Fig 1. Bibliometric analysis : the analytical methods and outcome

Fig 1: Snipped above depicts the analytical method & outcome of bibliometric analysis, in this study.

2.2 Search Strategy and Data Retrieval

Data Acquisition: In this study the data mining from Scopus database was carried out with the query string being: (TITLE-ABS (“workplace bullying”)).

The query string initially yielded 925 articles and post delimiting the year range to “2000 to 2023”, the article count narrowed down to 916.

Data Preprocessing (Screening & Eligibility): For this step, PRISMA methodology was adopted, keeping the execution of methodology delimited to scrutiny alone. End to end systematic literature review using PRISMA was not undertaken. In this screening phase, vague/incomplete/duplicate entries were removed thereby narrowing down the article count to 898. In the Eligibility phase, document types other than “Article & Journal” were removed, zeroing down the validated article count ready for detailed analysis to 697.

Screening technique leveraged Scopus database, Power BI and excel tool to trace the duplicate, potential review articles and incomplete entries.

Fig 2, depicted below clearly maps out the Steps incorporated in arriving at the validated bibliographic data.

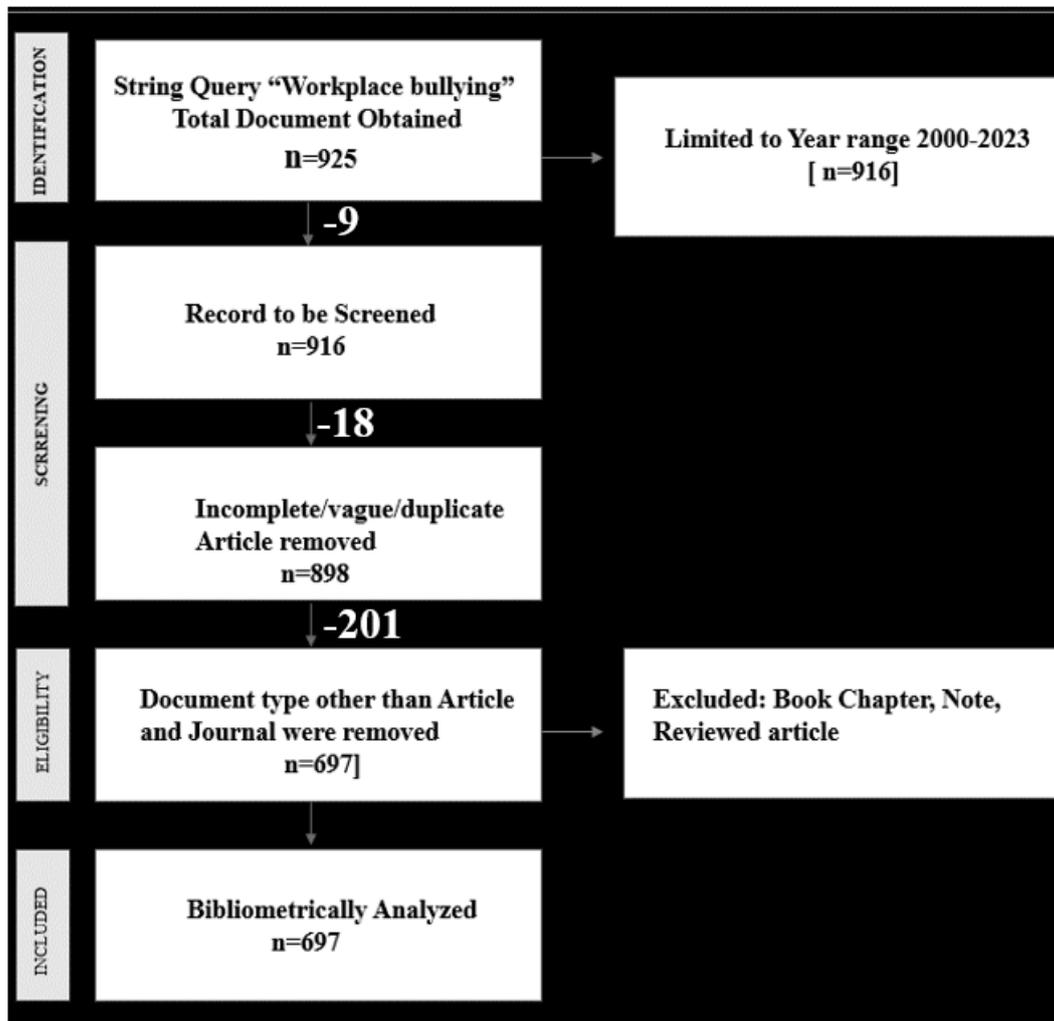


Fig 2: Flow diagram PRISMA methodology highlighting Bibliographic data retrieval process.

2.3 Bibliometric Maps

Includes Statistical and Application Analysis

Post the data screening, the next step deployed in this study was to carry out Statistical analysis of screened data to map out Publication growth, developments/yearly trend and other quantitative & descriptive analysis pertaining to bibliometrics.

Intended outcome included illustrations of most cited author and article; most productive institutes along with their countries & map plot.

Wide array of tools including Scopus database, Power BI, Excel 365 and Bing maps were leveraged to execute the statistical analysis.

While Statistical analysis critically highlights the quantitative trend and flow of levers being analysed it does not explicitly depict the strength of link between the levers.

Hence the next step of Application analysis becomes extremely critical.

In this study, our application analysis included plotting a bibliometric knowledge map that depicts link between authors and their countries using Co-occurrence and Co-authorship analysis.

Applications leveraged for application analysis: VOSviewer, MS excel.

2.4 Quick Overview on The Tools Leveraged

Power BI

Power BI is a cluster of software services, applications & connectors that bundle together to convert data from multiple into static and interactive data visualizations that helps derive business interpretations. Data can be fed directly by porting it from a database, webpage, PDF, or structured files like Spreadsheets, CSV, XML, JSON, XLSX, & SharePoint.

Power BI is equipped with Quick insight features and aids in delivering verifiable research.

Not much research has been carried out leveraging Power BI as a tool to carry out data visualization, derive research insights and plot the view pictorially; hence it presents unique opportunity for research institutes to fulfil their data analysis needs.

PRISMA

“The PRISMA abbreviated as “Preferred Reporting Items for Systematic Reviews and Meta-Analyses” is a set of framework & guidelines/steps developed by Moher et al. (2015).

It is leveraged for systematic literature reviews, critical literature and meta-analyses. The PRISMA tool or framework uses a set of methods to systematically search papers and literature for review-based studies.

VOSviewer

The VOSviewer software is leveraged to plot, develop and evaluate bibliometric maps. Vos viewer is free to use open-source software and is being used globally by researchers & analysts to plot and display author & journal maps, and trace strength of their collaboration by plotting cocitation data and keywords using co-occurrence data.

Knowledge maps are derived using VOSviewer software through co-citation and co-authorship analysis; for bibliometric interpretations.

Capabilities:

- Create network based on multiple relations (Co-authorship, Citation, Bibliographic coupling, Keyword co-occurrence).
- Supports multiple data sources like Scopus, Web of Science, OpenAlex, Semantic Scholar.
- Text mining capability to create and visualize co-occurrence network.

3. Study Findings

a. Publication analysis: Year by year chronological depiction of Article count on Workplace bullying.

Table 3 below explicitly depicts the year-by-year Academic literature Publication trend, pertaining to Workplace bullying.

There is a growing trend in Publication with count being 2 in the year 2000, entering and maintaining double digit since 2006 and rocketing to 75 by the year 2023. An apparent surge in Publication/article enveloping “Workplace bullying” is evident since 2018, with our drilled down analysis highlighting that whooping 50% entries accounted out in last 6 years; while other 30% blared out in preceding 6 years between 2012-2017. Quite apparently, about 80% literatures have accounted out in last 12 years with 11-year period between 2000-2011 contributing only about 16% entries. Year 2023 and 2022 clubbed together alone have contributed about 21% total entries; highlighting that study in the domain is gaining traction and momentum as we head deeper into the world webbed in rampant disruption and cut throat competition (a proven bullying propellent).

While **Table 3** below explicitly depicts the Publication count and their percentage contribution in tabular view, the **Fig. 3**, highlights graphically the year-by-year Publication view and its cumulative count (plotted through Power BI).

Year	Publication Count	% Contribution
2023	75	11%
2022	67	10%
2021	61	9%
2020	63	9%
2019	43	6%
2018	50	7%
2017	56	8%
2016	28	4%
2015	40	6%
2014	29	4%
2013	37	5%
2012	36	5%
2011	34	5%
2010	25	4%
2009	12	2%
2008	9	1%
2007	7	1%
2006	16	2%
2005	3	0.43%
2003	2	0.29%
2002	1	0.14%
2001	1	0.14%
2000	2	0.29%
N	697	

Table 3. Publication Count and their Contribution %

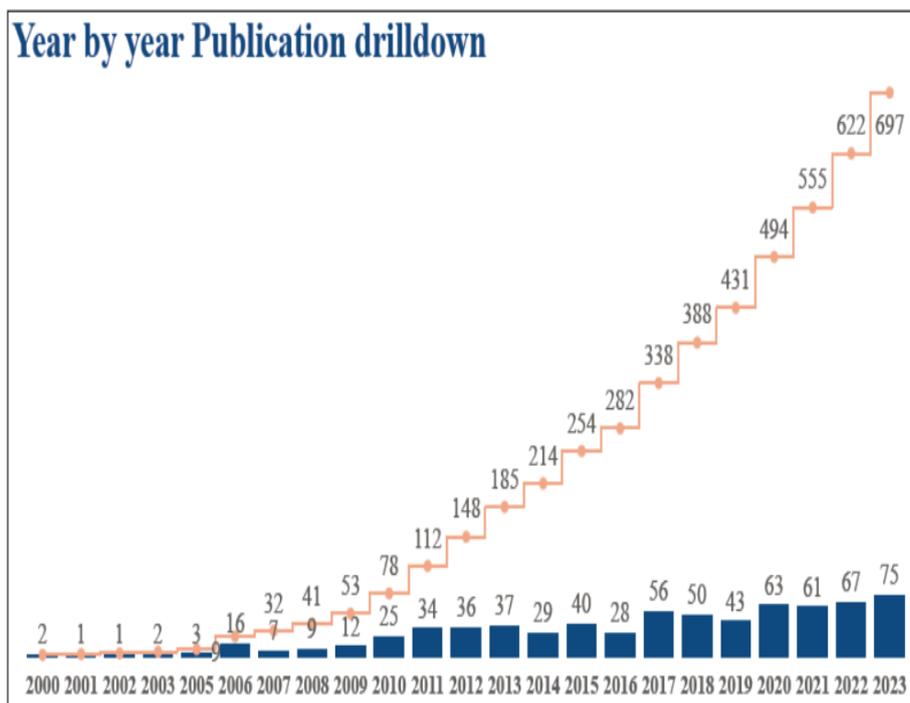


Fig 3 Year-by-year Publication view and the cumulative count.

b. Language Analysis: Article Contribution by Language.

Workplace bullying transcends all global boundaries and is not limited to any industry, geography or culture and hence the researches/studies carried out in the domain have global Footprint and envelops multiple languages with English being the language adopted by over 95% authors/researchers.

Our Findings depicted that about 96% entries accounted out in English language; primarily due to the certitude that English is a global language due to which it is relatively easier to weave a collaborative bond with researchers of another/multiple geography/nation/domains.

Among the oriental countries a decent number of entries could be traced from Korea with other prominent language Japanese & Chinese (non-English speaking countries) not making the cut in the top 10. Albeit, quite miniscule but among the non-English speaking European countries traceable literatures could be traced in Spanish, Portuguese and French languages.

Table 4 and Fig 4 depicted below, highlights document/publication count by language and their contribution %. Quick look at data, apparently highlights that “bullying” is a global phenomenon now and it’d ideal to plot the view in parallel with countries that have accounted to more publications. We’ll be exploring that later, in the next bullet.

English being a global language and language adopted by multiple researchers globally also underlines collaboration being maintained by researchers globally. Strength link can be explored later in our analysis through co-authorship and citation analysis.

Document Language	Literature Count	Contribution %
ENGLISH	666	95.55%
KOREAN	12	1.72%
SPANISH	8	1.15%
PORTUGUESE	2	0.29%
GERMAN	2	0.29%

ITALIAN	2	0.29%
DUTCH	1	0.14%
FRENCH	1	0.14%
CZECH	1	0.14%
MALAY	1	0.14%
PERSIAN	1	0.14%
Grand Total	697	

Table 4: Publication Count by Language and Contribution %: Tabular View

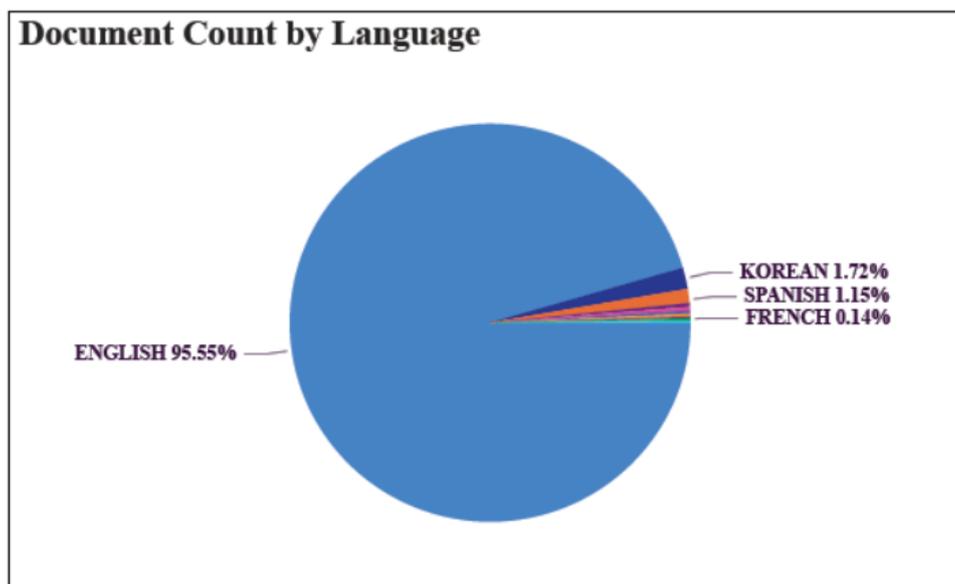


Fig 4: Publication Contribution by Language: Plotted through Power BI.

3.3. Top 10 Journal: Article Count Published by The Journal

Table 5 below explicitly depicts the top 10 Journals in the time window ranging between 2000-2023 related to Workplace bullying analyzed by:

- Article count
- Citation matrix along
- Publisher with higher Publication Count.

Notably, **European Journal of Work and Organizational Philosophy** (24 articles/3.44% contribution) turned out to be the most cited Journal with 1469 Citations with **Routledge** being the top publisher.

Employee relations (21 articles/3.01%) with 554 citations and **Employee Responsibilities and Rights Journal** with 20 articles (2.87% contribution) and 443 citations; capping up the top 3. **Emerald Publishing** and **Springer** being the other two notable Journal behind **Routledge**.

Journal	Article Count	% Contribution	Cited by	Publication
EUROPEAN JOURNAL OF WORK AND ORGANIZATIONAL PSYCHOLOGY	24	3.44%	1469	ROUTLEDGE
EMPLOYEE RELATIONS	21	3.01%	554	EMERALD PUBLISHING
EMPLOYEE RESPONSIBILITIES AND	20	2.87%	443	SPRINGER

RIGHTS JOURNAL				
PERSONNEL REVIEW	17	2.44%	428	EMERALD PUBLISHING
JOURNAL OF BUSINESS ETHICS	17	2.44%	663	SPRINGER
JOURNAL OF MANAGERIAL PSYCHOLOGY	14	2.01%	562	EMERALD PUBLISHING
INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT	12	1.72%	459	ROUTLEDGE
INTERNATIONAL JOURNAL OF WORKPLACE HEALTH MANAGEMENT	11	1.58%	179	EMERALD PUBLISHING
JOURNAL OF KOREAN ACADEMY OF NURSING ADMINISTRATION	10	1.43%	31	KOREAN ACADEMY OF NURSING ADMINISTRATION

Table 5: Top 10 Journal tabular view.

3.4. Top Countries contributing to the Study: Article Contribution by Country and Co-authorship.

The table 6 below explicitly carves out the top 10 countries contributing to the research in the “Workplace bullying” domain. During the period between 2000-2023, around 18% research & studies got contributed by the USA (125 literature) with Australia poised at 2nd with about 14% contribution (97 literatures). India and England (50 literatures & 7.17% contribution) capped up the top 3. Wider gap can be traced between 2nd placed Australia and 3rd placed India & England, with delta being 50% (approximately).

In Fig 5, We leveraged Power BI map plot capability to plot the top countries contributing to the study and apparently what got called out and reiterated explicitly was the certitude that “bullying is not limited to any particular geography or country” and has a global perpetration/percolation. Footprint can be tracked on global map with 65 countries represented in the data set; with individual countries ranging between 125(maximum) to 1(minimum).

Canada (4.5%), Norway (4%), Pakistan (3.3%); South Korea & Italy (3%) and Spain (2.5%) capped up the top 10 nations. From the map plot (Fig 3.6), it can again be opined that bullying at the workplace has been recognized by both developed/industrialized and developing nations. Countries having blooming digital capabilities and organization operating in the digital IT/ITES are more prone to disruptions and apparently made it to top 10.

On the map plot, the traceable literature paucity in **Russia and north-west half of Africa**, is quite evident. While, **northern Africa** may not spring surprises but **Russia** although a developed and industrialized nation, having negligible contribution is quite a surprise. It can be attributed to them being a Socialist economy (not probed or analyzed statistically in this study) but can be a scope of potential Future research.

One quick look at contribution by continent, **Northern America, Europe, Australia and Asia** have contributed substantially in this study while **Southern America & Africa** contributed relatively lower than the top 4. **Asia** preceding other three (among top 4) is primarily due to them being developing economies inching towards advancement.

Country	Literature Count	Literature Count %	Cited Count by Country
USA	125	17.93%	3989
AUSTRALIA	97	13.92%	2931
INDIA	50	7.17%	861
UNITED KINGDOM	50	7.17%	1762
CANADA	32	4.59%	1114
NORWAY	28	4.02%	1536
PAKISTAN	23	3.30%	270
SOUTH KOREA	21	3.01%	155
ITALY	20	2.87%	455
SPAIN	18	2.58%	374

Table 6. Literature count by Country, Contribution % and Cited count

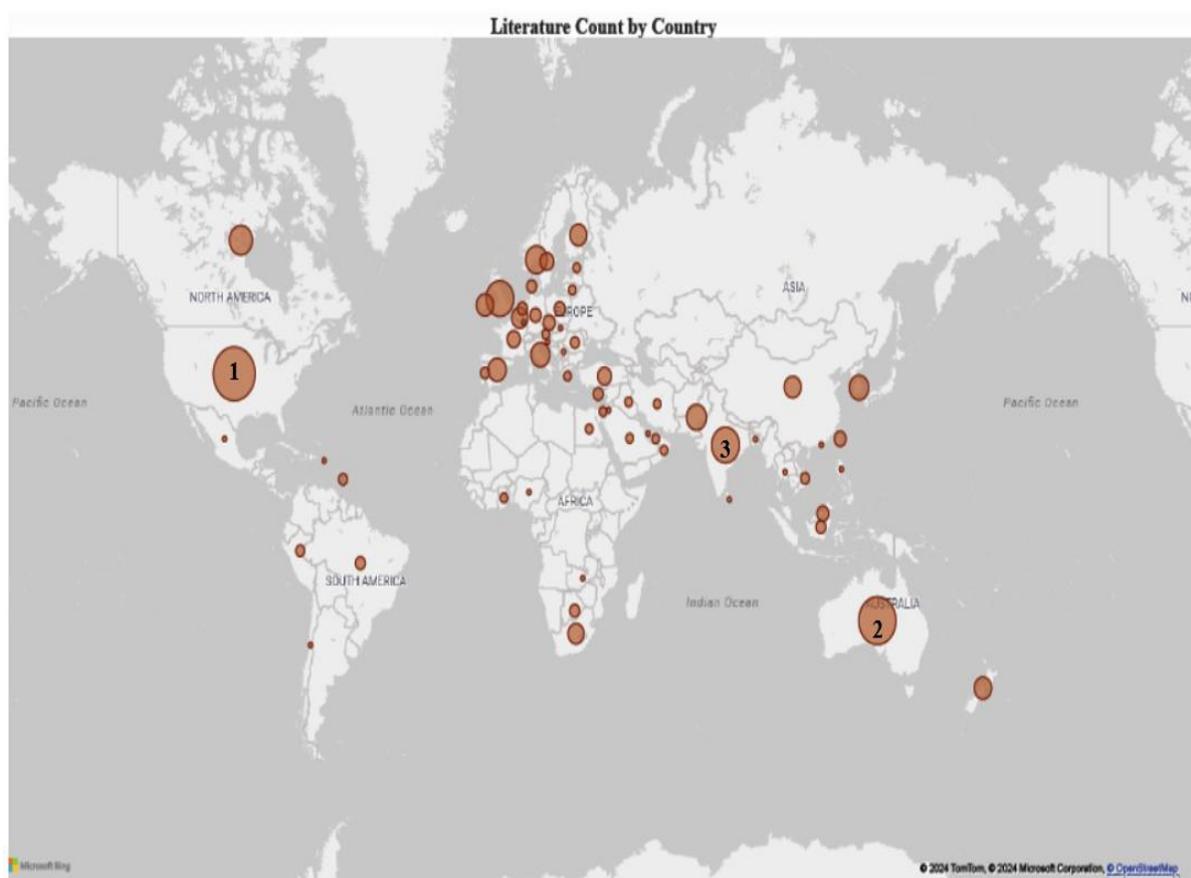


Fig 5: Map Plot depicting top 10 country by Article count: Enabled by Power BI

Furthermore, researches don't add any value or contribute substantially when carried out in silos. They work better if collaborated and explored in context to other geographies, region, culture and economic state. Fig 6, below is a VOSviewer view highlighting networking and its strength and Table 7 depicts countries with high citations & total link strength.

“The VOSviewer assigns colours to countries based on how often they are network and closeness of countries accentuate their connectedness with line thickness accentuating link strength between two countries; i.e. thinner the line weaker the relation and thicker lines signifying stronger relationship”.

Furthermore, the pictorial size of the frames also gives birds eye of the countries with which coauthorship has been forged.

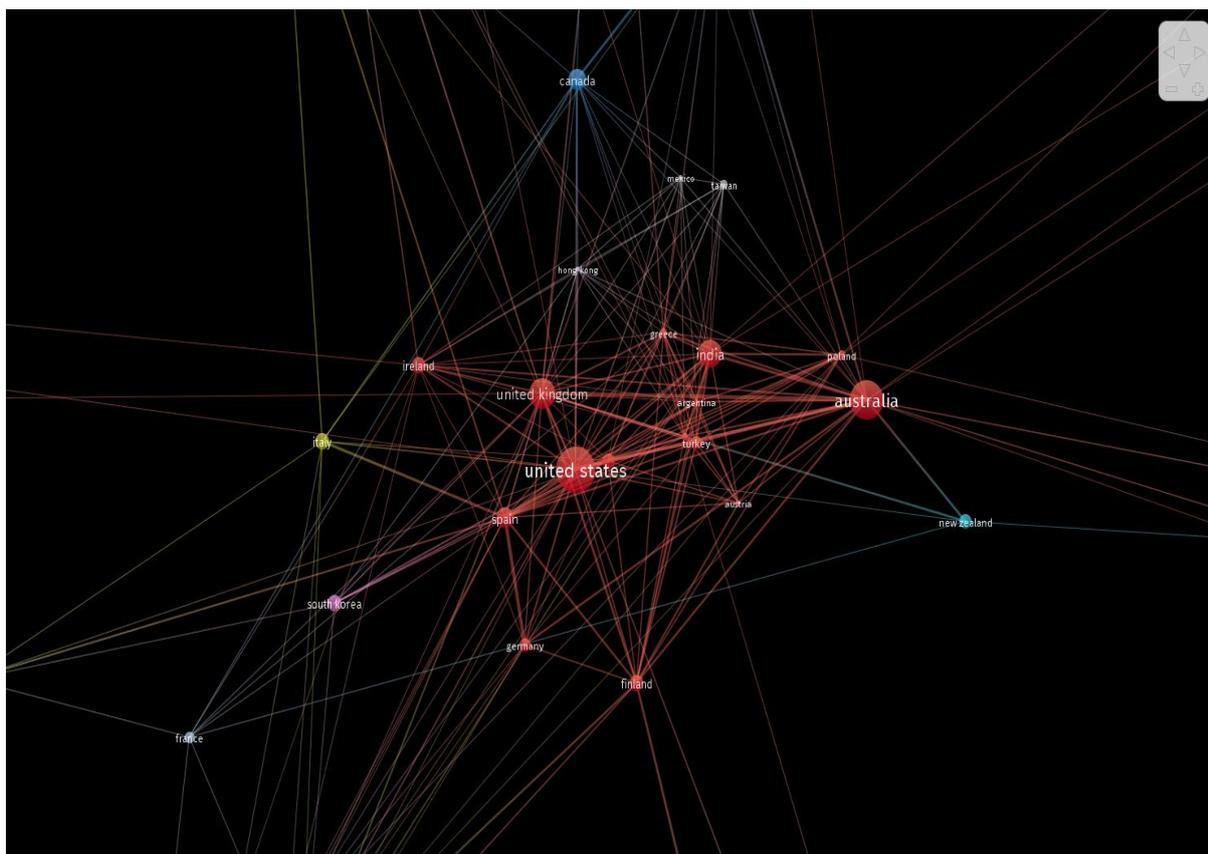


Fig 6 depicting the level and strength of networking through Co-authorship: Plotted on VOSviewer.

Selected	Country	Documents	Citations	Total link strength
<input checked="" type="checkbox"/>	australia	114	3522	72
<input checked="" type="checkbox"/>	united states	151	4685	63
<input checked="" type="checkbox"/>	united kingdom	71	2436	59
<input checked="" type="checkbox"/>	spain	34	814	55
<input checked="" type="checkbox"/>	india	60	1106	43
<input checked="" type="checkbox"/>	finland	24	748	41
<input checked="" type="checkbox"/>	greece	8	283	33
<input checked="" type="checkbox"/>	china	21	472	32
<input checked="" type="checkbox"/>	turkey	16	422	30
<input checked="" type="checkbox"/>	nigeria	6	205	29
<input checked="" type="checkbox"/>	norway	40	2035	27
<input checked="" type="checkbox"/>	germany	17	966	26
<input checked="" type="checkbox"/>	poland	9	198	25
<input checked="" type="checkbox"/>	pakistan	32	394	23
<input checked="" type="checkbox"/>	ireland	23	519	22
<input checked="" type="checkbox"/>	canada	37	1238	20
<input checked="" type="checkbox"/>	italy	23	665	17
<input checked="" type="checkbox"/>	netherlands	11	315	16
<input checked="" type="checkbox"/>	belgium	17	824	14

Table 7. highlighting Country with substantial citation and total link strength (VOS Viewer view)

Our interpretation on coauthor analysis indicated that Australia maintained relatively higher linkages than any other country with 72 total link strength (72 times co-authorship) even though it had lower citation count than USA, the USA dropped down to 2nd spot by total link strength (63) but citation count higher than any other nation; UK (59 total link strength/2436 total citation). Spain and India capped up the top 5 with total link strengths being 55 and 43 respectively (Citation count – Spain 814 and India 1106).

There are multiple elements that drive international link count and their link strength relies on multiple determinants like **“Interest phenomenon; the industry requirements; nature and magnitude of problem; funds apportioned for development & researches; willingness of research aspirants to**

explore other facets and traits; cross-border mobility; government & academic collaboration and diversity to name a few”.

3.5. Top Keywords: Keyword co-occurrence.

To plot the view, the Scopus File entailing 697 article was loaded into the VOSviewer tool to undertake co-occurrence analysis and recommend Future hot spots areas that the researchers aspiring to carry out advanced/more research on the theme “Workplace bullying”; can tap.

Limiting the minimum “*number of occurrences of a Keyword*” to 2; Final keyword count that met the threshold turned out to be 560.

“**Bullying**” turned out to be the most notable & prominent keyword with its total link strength being 1589 & 190 occurrences. The other most kindred & allied keywords were “**Workplace bullying**” 1529 being the total link strength but 428 occurrences; “**Workplace**” (103 occurrences & 1217 total link strength); **Female** (45 occurrences & 876 total link strength), **adult** (45 occurrences & 858 total link strength and Male (43 occurrences & 843 total link strength) capping up the top 5.

Other prominent key words were *psychology, job satisfaction, middle aged, employee and work environment* all clocking total link strength over 300.

Selected	Keyword	Occurrences	Total link strength
<input checked="" type="checkbox"/>	bullying	190	1589
<input checked="" type="checkbox"/>	workplace bullying	428	1529
<input checked="" type="checkbox"/>	human	76	1328
<input checked="" type="checkbox"/>	workplace	103	1217
<input checked="" type="checkbox"/>	article	61	1062
<input checked="" type="checkbox"/>	female	45	876
<input checked="" type="checkbox"/>	adult	45	858
<input checked="" type="checkbox"/>	male	43	843
<input checked="" type="checkbox"/>	humans	39	790
<input checked="" type="checkbox"/>	questionnaire	23	471
<input checked="" type="checkbox"/>	psychology	24	412
<input checked="" type="checkbox"/>	job satisfaction	34	383
<input checked="" type="checkbox"/>	middle aged	16	351
<input checked="" type="checkbox"/>	human experiment	17	303
<input checked="" type="checkbox"/>	employee	16	288
<input checked="" type="checkbox"/>	cross-sectional study	13	282
<input checked="" type="checkbox"/>	leadership	31	271
<input checked="" type="checkbox"/>	organization	14	233
<input checked="" type="checkbox"/>	work environment	18	230

Table 8: depicting keyword with higher co-occurrence and citation strength

From the bibliographic knowledge map depicted above it can be interpreted that bullying at workplace is a multi-dimensional concept enveloping in its wings the Workplace, Male, Female, Adult, Organization i.e. all walks of human and overlaps in its wrath the “Psychological & Satisfaction bit of human emotion and ambiguity of the work environment”. Relatively larger bubble around “Workplace bullying, bullying, workplace, male and female” highlights that these are the most linked and relevant keywords related to the thread.

Fig 7 depicts network visualization by keywords and Fig 8 exhibits it in density mode analysing workplace bullying and co-occurrence of other related keywords. It shows deep density hovering the keywords Workplace bullying and extending towards workplace, human, psychology, wellbeing and work environment.

Hence, it can be underlined that any upcoming research in this area can leverage the Keywords scouted above to narrow down their search and decipher relevant data point/contents to proceed with the detailed analysis.

3.6. Leading Authors.

Table 9 below throws light on the authors who have contributed noticeably to the topic “Workplace bullying” by title count, their percentage contribution, their country & cited count.

Authors **Rai A and Agarwal U.A** (India) have most title contributions, with a count being 9 comprising 22.50% of total contributions and their work cited 225 times.

Other significant contributors include **D’ Cruz.P and Noronha E** also from India with 6 title contributions and 15% contribution share; with their work cited 292 times.

An important point to note is **Lutgen-Sandvik P**, although with just 3 title contributions has notably high citation count of 450, from the USA.

The data suggests that while India has substantial number of title contribution by authors in the top 10 it does not inherently lead to more citations. Quick look at the table below depicts that authors from round the globe have contributed to the study, over the years.

While, on expected lines, USA, Australia, India and Canada made it to the table, we even have authors from Barbados, who have contributed substantially.

Author	Title Count	% Contribution	Country	Cited by
RAIA.; AGARWAL U.A.	9	22.50%	INDIA	225
D'CRUZ P.; NORONHA E.	6	15.00%	INDIA	292
VICKERS M.H.	4	10.00%	AUSTRALIA	59
DEVONISH D.	3	7.50%	BARBADOS	109
SAMNANI A.-K.	3	7.50%	CANADA	122
FAHIE D.	3	7.50%	IRELAND	87
VAN HEUGTEN K.	3	7.50%	NEW ZEALAND	74
DE WET C.	3	7.50%	SOUTH AFRICA	67
HOLLIS L.P.	3	7.50%	USA	57
LUTGEN-SANDVIK P.	3	7.50%	USA	450

Table 9. Author and their title count, county and contribution.

3.7. Bibliographic Coupling.

In this study while tracing bibliographic coupling by documents, the “*minimum citation of a document*” is delimited to 5 in VOSviewer tool and 445 documents returned, meeting the threshold.

Fig 9, below depicts the “total strength of bibliographic coupling links with other documents” for all the 445 documents”.

Rai A; Agarwal U.A (2017b) with citation count 18, exhibited highest total link strength (567); Rai A; Agarwal U.A (2018a) although had higher citation count at 95, it remained 2nd by total link strength staked at 496. "Ågotnes K.W; Einarsen s.v. and Hetland j.; Skogstad a. (2018)" with 44 citation and 443 total link strength; "Ahmed s; Kalim R, Kaleem A. (2017)" 31 citation and 396 total link strength and "Notelaers g.; Einarsen s. (2013)" with 98 citations and 390 total link strength capped up the top 5.

Other notable documents having notable citations are depicted in Table 10 below

Selected	Document	Citations	Total link strength
<input checked="" type="checkbox"/>	rai a.; agarwal u.a. (2017b)	18	567
<input checked="" type="checkbox"/>	rai a.; agarwal u.a. (2018a)	95	496
<input checked="" type="checkbox"/>	ågotnes k.w.; einarsen s.v.; hetland j.; skogstad a. (2018)	44	443
<input checked="" type="checkbox"/>	ahmad s.; kalim r.; kaleem a. (2017)	31	396
<input checked="" type="checkbox"/>	notelaers g.; einarsen s. (2013)	98	390
<input checked="" type="checkbox"/>	rai a.; agarwal u.a. (2017a)	49	386
<input checked="" type="checkbox"/>	gupta p.; gupta u.; wadhwa s. (2020)	24	370
<input checked="" type="checkbox"/>	jacobson k.j.; hood j.n.; van buren h.j. (2014)	59	364
<input checked="" type="checkbox"/>	pheko m.m.; monteiro n.m.; segopolo m.t. (2017)	25	364
<input checked="" type="checkbox"/>	baillien e.; neyens i.; de witte h. (2011)	22	363
<input checked="" type="checkbox"/>	ahmad s. (2018)	41	358
<input checked="" type="checkbox"/>	lutgen-sandvik p. (2006)	174	349
<input checked="" type="checkbox"/>	ahmad s.; kaleem a. (2020)	19	349
<input checked="" type="checkbox"/>	branch s.; ramsay s.; barker m. (2013)	190	346
<input checked="" type="checkbox"/>	nielsen m.b.; matthiesen s.b.; einarsen s. (2010)	347	338
<input checked="" type="checkbox"/>	rai a.; agarwal u.a. (2018b)	19	329
<input checked="" type="checkbox"/>	rai a.; agarwal u.a. (2017c)	15	327
<input checked="" type="checkbox"/>	neall a.m.; tuckey m.r. (2014)	92	325
<input checked="" type="checkbox"/>	hauec l.i.; einarsen s.; knardahl s.; lau b.; notelaers a....	72	324

Table 10 depicting document, citations and their coupling strength.

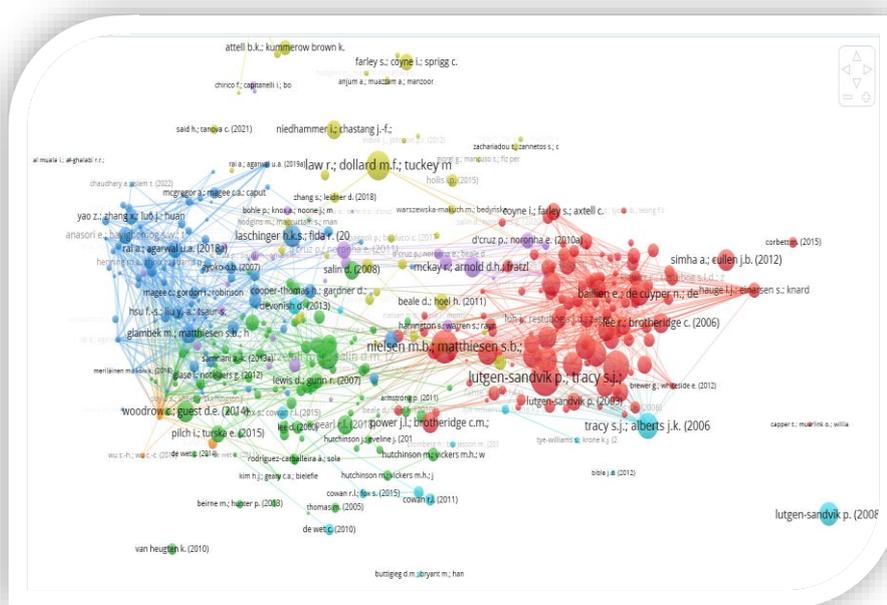


Fig 9: Bibliographic coupling view by document in network visualization mode – plotted on VOSviewer.

3.8. Co-authorship by Authors

With an intent to trace collaborative relation between the authors based on their Joint publication, co-authorship analysis by authors is being examined here. While Fig 5 and 6 earlier in the segment, explicitly plotted co-authorship by country along with their link strength highlighting **that author from one country and happily forging collaborative bond with authors of other countries in the quest to add country, region, geography and cultural facets to their study.** While collaboration at country level is evident but it'd noteworthy to trace if there are authors who collaborate substantially with other authors. Table 11 below is an attempt to plot this view.

Selected	Author	Documents	Citations	Total link strength
<input checked="" type="checkbox"/>	d'cruz p.; noronha e.	6	292	0
<input checked="" type="checkbox"/>	hollis l.p.	4	57	0
<input checked="" type="checkbox"/>	rai a.; agarwal u.a.	9	225	0
<input checked="" type="checkbox"/>	vickers m.h.	4	59	0

Table 11: VOSviewer view highlighting co-authorship by author

What can be interpreted here is that while there are authors who have been cited by multiple times but there is no/minimal strength link to conclude that **better collaboration among authors is an area to be contemplated, something that future authors and researchers can explore.**

In this study, regression testing to drill deep into the factors leading to poor collaboration among authors was not explored to prevent diversion from topic but can be a potential study for future.

4. Conclusion

The current study intended to Bibliometrically examine the available literatures in “Workplace bullying” domain. Five questions were curated to determine the core traits of bibliometric analysis on the theme being examined and array of tools ranging from VOSviewer, Power BI, excel and technique like PRISMA were leveraged to carry out detailed Statistical and application analysis. The respective Findings helped gain deeper insights pertaining to its perpetration, growth, collaboration, citations and helped us carve our interpretation/analysis on the theme.

Boolean search of Scopus for the years ranging between 2000 to 2023 was carried out for this analysis, retrieving 916 documents. The retrieved documents were subjected to rigorous screening and ultimately 697 articles were narrowed down for further analysis. The Publication trend analysis when examined, highlighted an apparent surge in Publication/article since 2018, with our drilled down analysis highlighting that whooping 50% entries accounted out in last 6 years and about 80% literatures have accounted out in last 12 years with 11-year period between 2000-2011 contributing only about 16% entries.

Prominent countries contributing to the studies were on the expected lines with USA heading the curve.

Australia, India, UK and Canada ably capping up the top 5. Quite evidently, lion’s share (approximately 96%) of literature were published in English language, a global language. When plotted on map, global perpetration could be traced which helped reiterate bullying being a global phenomenon.

While North America, Australia, Europe and Asia contributed notably well in the study, what was worth notice was paucity of research accounting out of Latin America and Africa. One region that contributed meagrely and could be a potential scope for future study was Russia.

“European Journal of Work and Organizational Philosophy” turned out to be the most cited Journal with Routledge being the top publisher. “Employee relations” and “Employee Responsibilities and Rights Journal; capped up the top 3. Emerald Publishing and Springer being the other two notable Journal behind Routledge.

When strength of co-authorship was analysed by Countries and author; significant strength could be traced at country level highlighting that author from one country were happily forging collaborative bond with authors of

other countries but on the flip end when co-authorship at author level was examined it turned out that there are authors who have been cited by multiple times but there is no/minimal strength link to conclude that better collaboration among authors is an area to be contemplated, something that future authors and researchers can explore.

When Keywords co-occurrence was analyzed, the prominent words that popped out were on expected lines ranging from “Workplace, Bullying, Male, Female, Psychology, Job satisfaction, middle aged, employee and work environment”. It highlights that bullying impacts all walks of human and overlaps in its wrath the “Psychological & Satisfaction bit of human emotion and ambiguity of the work environment.

Authors Rai A and Agarwal U.A; Cruz.P and Noronha E and Vickers M.H were the top authors who have contributed substantially in this domain.

Limitations of this study has been aptly described and they can act as a potential opportunity of future pursuits on this thread.

For this study multiple papers, journals, articles and books were refereed and all the authors have been suitably referenced under the “Reference section”.

Taking cue and cognizance from this study’s findings, future/budding/upcoming researchers can conveniently trace, the most notable “*published articles, prominent authors, journals and their seminal work*” in this area for pinning down research gaps and accentuate new insights. To conclude, this study has accentuated gaps and tried to make novel contributions to the ever-growing body of literature.

Additionally, not much research has been carried out leveraging Power BI as the tool for analysis, insights, interpretation and data depiction. Power BI is an unique opportunity for research institutions & professionals to leverage next gen-analytics tool in their research.

5. Study Limitations

Despite trying to core and leveraging the next gen proven tools/application, certain limitations may creep in any study, this study was not being an exception.

This study is limited to analysing core traits pertaining to bibliometric analysis instead of delving in-depth and exploring in details. While the data points have been plotted and interpreted statistically, methodologies like regression testing & root cause analysis have not been adopted in this study

Furthermore, this study kept the article search limited to Scopus database not accounting other key databases like WoS (web of science); delimiting us to the articles/literatures that were available in Scopus alone.

Additionally, the keyword combination used in this study was “Workplace bullying” and other keyword combinations were not explored, which may have led to multiple articles with potential and vivid perspectives, not making a cut.

6. Future Suggestions

The limitations of this study could be a ***potential reference and starting point*** for Future pursuits in this domain.

Other databases in combination with Scopus could be leveraged to derive the articles and literature existing in this domain. The enlarged data set would help add more dimensions and tangents to the study. Additionally, multiple keyword combinations encompassing Workplace & bullying could be leveraged in Future to induce wholistic approach in the domain.

Statistical and Bibliographic findings clearly exhibited that there are geographies (like Russia, north west African continent and Latin American countries) which are not contributing noticeably to study on Workplace bullying. Detailed research can be carried out to analyse the factors that may have let to lower contributions accounting from there.

Again, this study highlighted that while co-authorship among countries is at optimum levels, the co-authorship strength among the authors is miniscule. It can be picked up for detailed analysis and research in near future.

Declaration

Ethics approval and consent to participate: Not applicable.

Consent for publication: I declare that the manuscript is original, has not been published before and is not currently being considered for publication elsewhere. I provide my consent to carry on with the publication of this manuscript.

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