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The relationship between Spiritual Transcendence and Workplace Bullying Behavior - Scientific article on the health sector, Iraq

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ABSTRACT : The purpose of this article is to explore the relationships between spiritual transcendence and bullying behaviour in the Iraqi health sector, and there is also a dearth of studies that have focused on the relationships between spiritual transcendence and bullying behaviours in the workplace. Moreover, there is a real problem with a significant impact on the Iraqi health sector.

KEY WORDS: Spiritual Transcendence, Workplace Bullying Behaviour

I.INTRODUCTION

The social, environmental, cultural, political, and economic changes that the world is currently experiencing have led to the emergence of many problems and obstacles. Facing a lot of organizations did not survive the health sector from this large and dangerous effects, which have been highlighted in a lot of studies and research in all parts of the world and different designations. However, there are organizational variables did not take appropriate and serious study of space and analysis in order to reach the appropriate solutions and sound her. This especially has to do with the psychological and personal circumstances of individuals and workers, who are the real wealth of any organization. The most important of these variables is so-called Bullying Behaviour in the workplace. This has become rampant behaviours on the part of many individuals working in the hospital setting.

Researchers have presented many studies at the global level, highlighting the range of workplace bullying behaviours and other serious problems that face health organizations. According to Felblinger (2008), this variable is among the significant contributors to the deterioration of the physical and psychological health of the personnel who experience it. They may be subjected to sabotage and intimidation at the verbal, physical, and psychological levels. This, in turn, may lead to social isolation and low morale.

Eriksen et al. (2011) confirm that bullying behaviours in hospitals is contrary to professional ethics. This is especially the case where nursing staff are concerned. Nursing staff are among the most important medical staff because they are constantly in direct contact with patients. This behaviours also has a clear inverse relationship with the work of individuals working in health organizations and the level of turnover as well as their commitment to work to the level of organizational performance (Kivimaki et al., 2008).

Moreover, the study of Chipps et al. (2013) refers that this behaviours is the most serious problems facing organizations as it encourages the emergence of environments hospital unbalanced force of leaders, which lead to negatively psychological effects on the employees. Furthermore, its lead to loss employee's confidence in themselves and their colleagues and their leaders. In addition, this behaviours can appear and spread among employees. Due to, the methods of decisions made by the leaders in hospitals, which are often unfair for subordinates (Edwards & Frances, 2007).

At the regional level, Ibrahim's study (2011) in the health sector at the Republic of Egypt highlighted the most important reasons that lead to the emergence of workplace bullying behaviours. It identifies the exposure of workers to those behaviours and their reactions to it, as well as the degree of difference in the reactions of workers according to the variables of gender and age. The study was conducted on a sample of 384 nurses, and the results showed that 38% were victims of bullying at work. This study found a difference between males and females with regard to their exposure and to their actions to bullying. Age was found to have a difference in exposure to workplace bullying behaviours and reactions.

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Jaradat (2013) believes the reasons for the emergence of workplace bullying behaviours in various organisations, but that the organisation identified the right time. In order to control this behaviours and to ensure that its expansion because of its dire consequences for the exposed him and that could lead the organization to decadence.

Abyssinian (2014) confirms that bullying behaviours in the workplace is one of the problems that require specific strategies to combat it and to ensure reduction in the organisation. It should be noted that sometimes bullying is between colleagues and sometimes by individuals who are in senior leadership positions.

The researchers in the current research believe that it is advisable to review some global and regional studies that have studied bullying behaviours in the workplace with an indication of the percentages of the spread of this behaviours in hospitals in those countries, as shown in Table 1.

Table 1. Spread of Workplace Bullying Behavior in Some Countries of the World

Researcher and Year	Country	Sample	Ratio
Edwards & Frances (2007)	Ireland	Nurses	37%
Kivimaki <i>et al.</i> (2008)	Finland	Individuals working at the hospital	50%
Yıldırım (2009)	Turkey	Nurses	37%
Johnson (2009)	Australia	Nurses	57%
Eriksen <i>et al.</i> (2011)	Norway	Nurses	10%
Ibrahim (2011)	Egypt	Individuals working in health organizations	37%
Kaminski & Sincox (2012)	America	Nurses	45%
Quine (2013)	British	Nurses	44%
Almutairi <i>et al.</i> (2013)	Saudi Arabia	Nurses	26%

Hamdan&Kitaneh (2012) add that one of the most important reasons that lead to these violent episodes by nurses in Iraqi hospitals to occur is the lack of political and economic stability which is going through the country. This leads to increased incidence of stress and emotional instability, which in turn adds to the emergence of internal conflicts between female nurses and male nurses in hospitals, especially in times of night duties because of the lack of hospital leadership in these times.

The results of Abed's study (2014) show that the health-care services in Iraq face many challenges, and the most prominent and the most important of these challenges is the lack of successful and effective leaders who seek to meet the essential needs for nursing staffs in hospitals. As the effective nursing leadership is critical to the health care system, and their absence could adversely affect the performance of the work and the satisfaction of nurses and hinder them from working in harmony with each other. In Iraq nursing leaders are not trained enough to promote an appropriate regulatory atmosphere or make the appropriate decisions with the participation of everyone to complete the work of the holy humanitarian profession. They are often selected on the basis of functional relationships or experience only with non-observance of the technical aspects of leadership, such as communication and personal power or to allow the best nursing choice.

Therefore, the present article sought to highlight this relationship between spiritual highness and bullying behavior in the workplace in sensitive and important organizations directly related to human life.

II. RELEVANT LITERATURE

A. First: Spiritual Transcendence

Though spiritual transcendence was rare addressed in business management research and scientific studies, it was being addressed in the fields of religion and ancient religious rituals and in specific countries such as India and China. However, this term began to draw the attention of those interested in human behaviours and they set out to study its impact on the performance of business organizations through the recurrent action of its principles in the behaviours of workers and the creation of an ethical work culture (Pardasani *et al.*, 2015).

Spirituality involves faith; that is why many people confuse it with religion. However, religion can affect spirituality in the workplace, because faith is part of religion, and from these meanings manifested gloss-wide, there seems to be a clear correlation between the word spirituality and the meanings of transcendence, integrity, and generosity. When we



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talk about a person having a spiritual high, this implies a dignity and moral virtue. A group of types of spirituality help personnel access the concept of spiritual transcendence, as follow (Haylix, 2014):

- **Mystical spirituality:** characterized by the desire to be far away from the physical world and personal relationships.
- **Authoritarian spirituality:** characterized by the desire to understand rules and regulations.
- **Intellectual spirituality:** characterized by the desire to use intellectual knowledge to understand spiritual theories; sometimes called theology.
- **Service spirituality:** is the desire to provide the service to others.
- **Social spirituality:** it is the desire to provide social support for workers and considered a basic feature of spiritual attributes.

Mitroff (2008) said that the majority of studies were considered to religion in the first place in the interpretation of spirituality but that's what makes this view attendant religious and intellectual intolerance, but this enable the individual to be free from that in the case exceeded that intolerance through transcendence in the behaviours and sustain sound social relations and moral openness and tolerance.

Arriba (2013) mention that the spiritual transcendence is an individual's transcendental awareness, which is linked to the ability to understand the person of his relations with all people and in different environments around him, and the ability to coordinate and adapt between scenes and situations that faced in his life, any Provide and development of the individual's ability to use a deep understanding of the social relationships of reciprocity with himself and others. As we can call on the transcendent awareness that the recognition of the natural truth that are broad and multi-dimensional, and it refers to the overall meaning and public goals in the march of human action and the exploitation of maximum efforts and creations in order to provide the appropriate service to the community and workers in the work environment, and all this can be leads to tolerance, endurance and analytical thinking and acceptance of ordinary and contrasting experiences, Based on the foregoing ,from the researchers point view the need to clarify some definitions of spiritual transcendence, which appeared in some of the world studies. As defined by Khoshtinat (2012) That it is the highest of growth levels in various aspects, including mental, psychological and cognitive, emotional and dealing with others for self-realization and self-esteem and the exploitation the highest level of expertise away from selfishness in order to achieve Superior objectives, Or that the advancement of human experience which involves stimulating mental development, problem solving and individual learning and a sense of belonging to the group and the team in order to achieve common goals and to ensure that life built on the foundations of happiness and social welfare (Beheshtifar& Zara, 2013).

Post & Wade (2014) defined spiritual transcendence as the ability to express the feelings, ideas and experiences and behaviours that create by searching for good and straight working and that let to validate insight the workers in organizations in order to find what is the best and highest is built on the basis of educational. Also has defined as a framework of organizational values that appear through the culture of the organization, which encourages employees to show their expertise inherent in order to reach to the highest possible tender, tolerance and moral superiority toward the organization and workers.

It can be explained by the concept of spiritual transcendence through two dimensions Pardasani et al. (2015):

- **Goals Universality:** it is indicate to the compatibility and harmony between the objectives of personnel and that will help them to Provide the welfare and get rid from internal conflicts and they feel comfortable and get rid of the mental illnesses such as anxiety and stress and as a result of that they feel with Their entity and their effectiveness in achieve what they want.
- **Social Connectedness:** The process of exchange of ideas, opinions and experiences, information, beliefs and feelings between workers in the hospital and which enhances the positive feeling rates, which helps to get rid from the feeling of fear from the other, which helps to provide what is best and highest for them or for the hospital.

B. Second: Workplace Bullying Behaviour:

The modern concept of workplace bullying behaviours has attracted the attention of researchers and stakeholders of academic and human rights. Through cognitive contributions that are almost very limited, and this is a main reason who pay a researcher to the select of this concept is why in order to highlight on the most important basic ideas associated with it.

Gharaibeh (2015) mentions that bullying is a basic desire to abuse and is expressed by through actions, as those who bully are harming a particular person or group of people. Those who bully usually have more influence, and they carry out the attack without justification. This is repeated infringement with a great deal of a sense of enjoyment. Bullying includes both direct harm, such as physical abuse (physical, verbal, or property), and indirect harm, which includes abusive jokes, dissemination of rumours, social exclusion, abuse in public relations, and imposed isolation on the targeted individual. These behaviours generally range from an abusive look to mockery to attacking with a sharp tool,



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taking into account that not every adverse reaction is bullying. Bullying is a case of a loss of balance of power, and it can be concluded that workplace bullying behaviours is different from other violent behaviours by the following characteristics:

- 1- It is repeated on a regular basis.
- 2- It does not happen by accident or on special occasions, but will be thought out and planned in advance.
- 3- It means the occurrence of abuse and harassment of the individual events of the target.

According to Swedish writer Dr. Heinz Leymann (1996), an expert in the study of the causes of bullying behavior, this behaviour is a phenomenon which can be expressed as being a form of psychological terrorism that involves hostility and communication, is unethical, and which can be directed by someone or several people in an orderly fashion towards a particular person. It involves continuous abusive treatment, repeated over a certain period of time, and this is what negatively affects the performance of personnel and causes deterioration in their psychological and health status (Wilkin et al., 2011).

As observed by the Canadian Center for Occupational Health and Safety bullying, behaviours in the workplace is a pattern of repeated intimidation, planned in advance, or a series of acts or verbal comments that could affect workers and isolate them socially, making them feel humiliated or subjecting them to physical attacks.

In order to complete the meaning of the concept of workplace bullying behaviours, the researchers see the need to review some of its definitions that have been given in previous studies. As defined by Yahaya et al. (2012), an aggressive style that leads to the creation of a hostile, negative environment in order to achieve personal goals in the interests of individuals makes them feel weak, and suffer humiliation and psychological reactions. Similarly, deviant behaviours will lead to damage to personnel, physically or psychologically, causing them to suffer negative moods and a decrease in morale, as well as legal and regulatory problems (Gardner et al., 2013).

Wei, Yeh & Wang (2014) defined offensive behaviours as frequently using infringement by word and deed and the threat of harmful acts to someone else, who has difficulty in defending himself. As well as that, extreme negative behaviours leads to an imbalance of power between workers in the organization, which can cause a spread of humiliation and negative acts to workers, thus leading to transformation of the work environment to a hostile environment, where people sometimes go as far as physical violence or crushing human dignity in order to achieve their personal desires (Cowan, 2015).

The concept of workplace bullying behaviours can be clarified by six key dimensions as follows:

- **Physical Violence:** This is physical assault or threats on personnel in circumstances relating to their work, directly or indirectly leading to physical damage or stress-related diseases that lead personnel to nervous collapse.
- **Verbal Violence:** This is behaviours that leads to psychological and emotional abuse of workers in the workplace, which includes verbal abuse, intimidation, manipulation, yelling, cursing or using racist epithets and other degrading and humiliating terms by the employer. All this reduces the value of personnel.
- **Social Isolation & Humiliating Behaviours:** Humiliating behaviours is faced by the individual and makes him unable to cope with things and conflicts, and social isolation is one of the major causes of the exposure of workers to disease, depression, mental illness and sometimes the loss of life, knowing that social isolation can be equated with loneliness or the inability to engage in social adjustment for any individual who does not have a network or group of friends.
- **Distrust Behaviour:** This is behaviours used by employers against workers, treating them with brutality, lack of respect and intimidation, continuously leading to a state of loss of trust between the parties involved in those organizations on the one hand, and low self-confidence of the nurses on the other hand, which is a serious psychological morbidity condition which comes from anxiety of some people concerning the progress and successes achieved, which in turn will steal the limelight from the powerful people in the organization.
- **Organizational Measures:** This is one of the styles of behaviours taken by the managers and decision-makers against subordinates in order to make things easy and meet administrative requirements in order to achieve common goals within the hospital, according to the powers vested in them under the law. However, some of them issued and implemented some negative and intimidating regulatory actions that are outside the scope of the law, and which are against the freedom and peace of individuals and the interests of workers, in order to achieve personal goals already planned.
- **Attacking Personal Attributes:** One behaviours or factor that causes workplace bullying behaviours is attacking personal attributes, especially when there is a previous position with some of the people who could be victims of spreading rumors and lies against personnel, or by depriving them of their identity by not allowing them to participate in organized and collective practice which must be given importance and priority, whenever there is a chance to work, helping them to protect themselves from exploitation and abuse by employers.



III. CONCLUSION

Still, the current article could not find any published academic literature on the relationships among spiritual transcendence, workplace bullying behaviour, particularly in the hospitals. Hence, it is very hard to find empirical studies supported by evidence that focus on relationship between spiritual transcendence and workplace bullying behaviour. In bringing this gap, the current research contributes to the knowledge by investigating the direct and indirect relationships among those variables. Indeed, the relationship between spiritual transcendence and workplace bullying behaviour is considered an original contribution of the current research.

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