

Furthermore, there are a lot of individual consequences which relate to bullying, the consequences of such deviant behaviour will need to be assessed in order for a organisation to recover. Research suggests that bullying is correlated with low job satisfaction, high employee turnover, increase of absences and low levels of commitment. This is the idea that the employee just simply doesn't enjoy their job thus resulting in consequences such as crying and not wanting to attend work and in some extreme cases suicidal thoughts. Bryant and Buttigeig (2009) suggests that these consequences correlate with bullying. Furthermore victims of bullying will be suffering from anxiety and depression this can lead to employees not being satisfied with their job and leaving to work somewhere else (Zapf, 1999). There has also be health related consequences of victims bullied at work. (Gary Namie, 2003) Symptoms of this were mostly stress related. The evidence here suggests that a lot of the workplace misconduct has severe consequences upon the victim and that in order for the employees to feel safe there needs to be precautions put into place to deal with their trauma. Namie (2003) found that Post Traumatic stress disorder was one of the symptoms which were found in his study on victims of workplace bullying. So in order for the victim to come back to work they need to feel that they are safe and valued again as an employee.

In terms of the organization, there are consequences which they will need to face. When looking at the performance of an organization bullying can have an impact on this as deviant behaviour can have a significant effect upon an individual's performance and in most cases negatively (Harvey et al, 2006). Workplace bullying can lead to miscommunication amongst employees and also effect the work flow of a organization. Research has suggested that the performance based destruction of an organization can be caused by bullying this is because the deviant acts can have an influence on daily tasks and the abilities of these tasks the employees hold. Marvin Claybourn (2011) examined the relationship between moral disengagement, work characteristics and work place harassment, he found that those with high levels of 'moral disengagement' was more likely to affect job satisfaction and lead to employees harming others which resulted in high levels of harassment (Appelbaum, Semerjian and Mohan, 2012), it is clear the workplace bullying end up harming the victim and also others. As mentioned here there are employees who may suffer from psychological damage due to this. It is important that these issues can be solved for the individual. As well as this, the workplace is also affected as bullying can put stress on a organisation because they need to be able to deal with this accordingly otherwise they risk their reputation being harmed if they leave the matter unresolved (Harvey et al, 2006).

The regaining of workplace harmony is key in this discussion. The main objective of a organization should be implementing the right prevention methods and constructive management in order for these problems not to arise in the workplace. As evidence has shown this affects the organizations structure not only just the individual. However, this is not as easy as it may sound, Einsarsen (2000) mentions how it is important to have all the right information for this to happen. The causes and consequences of the problem in hand needs to be found and this has been discussed in detail. This is because the right intervention will be based on a clear understanding of the problem. Other information which is needed is about the cost and benefit of different strategies which can be implemented, this is in consideration of both victim and the organizations and the conflict management which will be considered for both (Zapf and Einsarsen, 2001). From the evidence presented it is clear that both individual and the work environment are