

Chapter 9

THE DARK SIDE OF ORGANIZATIONAL BEHAVIOR: A CONCEPTUAL ANALYSIS ON PERCEIVED VICTIMIZATION IN ORGANIZATIONS

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INTRODUCTION

Human factor has become one of the important concepts of industrial relationships due to its direct effect on outcomes such as the organizational success, efficiency and profits of employees. Organizational relationships that work through formal and informal networks are naturally complicated and can cause problems that are hard to be solved. All organizational problems are caused by the inefficient use of the networks and the late identification of the problems as well as use of wrong methods of solution. Main theme of this study is the concept of perceived victimization. The concept is attributed as the “dark side” of the organizations that is frequently encountered in public and private sectors and leads to many negative outcomes. For that reason, this study aims to be directive for future studies that will show the possible relationship between the concept of organizational victimization and organizational outcomes. For this purpose, the concept of victimization will be analyzed in detail in terms of its types, sources, methods of struggle and consequences.

CONCEPTUAL FRAMEWORK: WHAT IS ORGANIZATIONAL VICTIMIZATION ?

Failure to provide harmony and unity between the employees may result in negative outcomes for both the employees and the organizations. From the viewpoint of the employees, the organizations are living spaces where they spend the most of their time. In this living space, similar to the social life, there can be the emergence of emotions like pressure, happiness or fear. These emotions can sometimes reach up to negative extremes and sometimes turn into problems that should be solved by the organizations. The media news about the physical and psychological violence in workplaces gains more visibility as the time passes. For example, the news concerning a health worker being insulted by his patience, security officers

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