Research Methods and Professional Practice March 2022

« Collaborative Learning Discussion 1

Kikelomo Obayemi

Initial Post
77 days ago

2 replies

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Case Study: Abusive Workplace Behavior (ACM, n.d)

In this case study, Max, a team lead punishes a female team member, Diane for her mistake by excluding her from receiving recognition as part of the team. In the past, Max has also excluded the names of female team members from journal manuscript submissions as a punitive measure. These actions are in violation of the ACM code of ethics in several areas, some of which are (ACM, 2018):

Principle 1.5: respecting the work required to produce new ideas, inventions, creative works, and computing artifacts.

Principle 2.2: maintaining a high standard of professional competence (which includes upgrading communication skills)

Principle 3.3: managing personnel and resources to enhance the quality of life.

Following the guidelines of these principles, computing professionals are required to credit the innovation of others, support them in getting value from their work and communicate feedback in a constructive manner (ACM, n.d). The fourth principle of the British Computer Society Code of Conduct also encourages computing professionals to support fellow members in their professional development (BCS, n.d.).

Stahl et al. (2016) notes that ethics has a major impact in the acceptance of new technologies in computing and the legislations guiding them. Stahl et al. (2016) further acknowledges that ethics is required for the field of computing to achieve its maximum potential. It is evident from this case study that Max's approach to discipline is detrimental to the growth of his female colleagues and consequently hampers their contributions to the computing field.

References

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Reply

2 replies

1

Post by **Thien Liu**
Peer Response

71 days ago

Hi Kikelomo,

Thank you for your post!

I totally agree with you that Max's approach to discipline is harmful to the development of his female colleagues and, as a result, limits their contributions to the computing field. (Keashly, 1994) also stated that, while physical violence occurs in the workplace, nonphysical yet abusive behaviors are more common, more socially acceptable, often subtle, more challenging to document, and have a cumulative impact.

In the same study (Keashly, 1994), descriptive statistics were used to show a link between job satisfaction and positive or negative workplace events. Low levels of job satisfaction, supervision, and coworkers were linked to many abusive events. Positive interpersonal event indicators, on the other hand, were strongly related to increased job satisfaction. (Keashly, 1994)

To prevent abuse in the workplace, an employer should have proper reporting and disciplinary action systems in place. Employees should be trained on what is expected of them in their dealings with colleagues and management. Likewise, employees should know how to report abusive behavior and should be confident that their disclosures will be dealt with confidentially and adequately where appropriate. (WHO, 2021)'s policy on addressing and preventing abusive conduct would be an excellent resource for organizations to follow.

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Reply

2   Post by **Shoumik Chakraborty**   **69 days ago**
     Peer Response

The hypothetical scenario states the lack of empathy among the management and encouragement of misconduct. Even the skip level (Jean) turns a blind eye and blames the abused (ACM, N.D.).

Research suggests interpersonal conflicts between employees reduce the efficiency of the work. It also states "Politically skilled workers and high self-monitors were more likely to engage in abusive behaviors when experiencing high levels of interpersonal workplace conflict" (Kisamore et al., 2010).

Other research also provides data, if the supervisor is abusive this leads to deviation/alteration of employee attitude, thus, resulting in low productivity since the employee will focus on reducing mistakes while compensating the innovation (Mitchell & Ambrose, 2007).

Since the employee is being abused by both direct and skip level managers/leaders, this will demotivate the employee and can result in lower quality of work in the future.

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