

Case: Abusive Workplace Behavior

Workplace abuse is a pervasive social issue that affects many people around the world. Given the well-established correlation between job quality and mental and physical well-being, workplace abuse is an important topic. The labour market is currently experiencing changes such as globalization processes, the economic recession caused by the COVID-19 pandemic, rapid technological innovation, and demographic variations, which could potentially lead to fluctuations in the job market. (Tziner et al., 2023).

This case study vividly illustrates considerable violations of ethical codes and professional conduct within the computing industry. It could also significantly raise legal and social issues and impact individuals' professionalism.

Legal Perspective

From a legal perspective, such abusive behaviour might also breach workplace laws related to harassment, discrimination, and equal opportunities, depending on the jurisdiction. In the UK, for instance, this could violate the Equality Act 2010, protecting individuals from discrimination, harassment, and victimization.

It is important to note that removing team members' names from journal submissions contradicts ethical codes and intellectual property laws depending on the team member's contract with the organization. Improperly attributing credit could result in legal disputes over intellectual property rights and authorship, negatively affecting both the individuals and the organization involved.

Professionalism

In this case study, Max and Jane failed to uphold the principles of the BCS Code. This disregard for ethical guidelines affects the individuals directly involved and tarnishes the reputation of the team, the organization, and the computing profession as a whole.

Social Perspective

From a social perspective, perpetuating an abusive work culture fosters a toxic environment detrimental to employees' well-being and morale. Research by Einarsen et al. (2020) emphasizes the adverse social impacts of workplace bullying, including decreased job satisfaction, increased stress levels, and diminished productivity. Such behaviour affects the immediate victims and can lead to a negative organizational culture, hindering collaboration and innovation.

References

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