Workplace bullying is considered one of the emerging psychosocial risk factors that could negatively affect workers’ health. The aim of the study was to analyze the process that leads from workplace bullying to negative health issues, such as musculoskeletal disorders (MSDs), and testing the mediating role of job-related strain. A total of 553 workers in a retail chain participated in the study on a voluntary basis. Due to missing data, 41 cases were deleted; thus, the final sample consisted of 512 workers. Data were collected from these 512 workers (252 males and 261 females) using a self-report questionnaire after participating in a one-hour training session on work-related strain. Data analyses were performed controlling for potentially confounding variables, namely, gender, age, role in the organizational role, type of contract, and perceived physical job demands of the job. The analytical approach recommended by Preacher and Hayes was used to test the indirect relationship between bullying and MSDs. Results showed that work-related strain mediates the relationship between bullying and MSDs considered in the lower back, upper back, and neck. Our study confirms the role played by bullying and job-related strain in determining workers’ MSDs. Workplace bullying is considered one of the upcoming psychosocial risk factors that could have a poor effect on worker’s health.

Source: Workplace Bullying as a Risk Factor for Musculoskeletal Disorders: The Mediating Role of Job-Related Psychological Strain by Michela Vignoli, Dina Guglielmi, Cristian Balducci, and Roberta Bonfiglioli, used under CC-BY