

PSYCHOLOGY

Advanced Edit

The aim of this study was to analyze ~~the process that~~ how leads from bullying leads to ~~negative~~ health issues, (such as musculoskeletal disorders (MSDs)), and testing the mediative mediating role of job-related strain. A total of 553 workers in from a retail chain voluntarily participated in the study on a voluntarily basis. Due to missing data, 41 cases were ~~deleted~~ excluded; thus, the final sample consisted of 512 workers. Data were collected on from these workers (252 ~~males~~ men and 261 ~~females~~ women) using who filled a self-report questionnaire after a one-hour training session on work-related stress strain. Data analyses were ~~done~~ performed controlling for potentially confounding variables (i.e., 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 in their study 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 MSDs among determining workers' MSDs. Workplace bullying is considered one of the upcoming emerging psychosocial risk factors that could have a poor negative effect on workers's health.

Comment [A1]: Note that 252 + 261 = 513, not 512. Please look into this discrepancy.

Comment [A2]: Please provide a citation for this work.

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](#)