



**6^e Conférence internationale
sur LE HARCÈLEMENT PSYCHOLOGIQUE /
MORAL AU TRAVAIL**

Partage de nos savoirs

**6th International Conference
on WORKPLACE BULLYING**
Sharing our knowledge

**Du 4 au 6 juin 2008
4th - 6th June 2008**

École des sciences de la gestion
Université du Québec à Montréal
Montréal, Canada

**PROGRAMME PRÉLIMINAIRE
PRELIMINARY PROGRAM**



ESG UQÀM



Institut
Santé
et société

Mercredi 4 juin / Wednesday June 4th

08h00 - 09h30	Inscription
09h30 - 10h30	Cérémonie d'ouverture / Opening Ceremony
10h30 - 10h45	Pause Café / Coffee break
10h45 - 11h45	Conférence Principale / Keynote conference : Ståle Einarsen, Evert Van de Vliert and Members of the Bergen Bullying Research Group, Antecedents of bullying and destructive leadership: Moving from individuals and organisations to nations Université de Bergen, Norvège.
11h45 - 13h30	Déjeuner / Lunch
13h30 - 15h30	Sessions Parallèles / Parallel Sessions
15h30 - 15h45	Pause Café / Coffee break
15h45 - 16h45	Conférence Principale / Keynote conference Kipling D. Williams Ostracism versus Bullying: A question of being worthy of attention Université Purdue, Etats-Unis
17h00 - 19h00	Cocktail

Jeudi 5 juin / Thursday June 5th

08h30 - 10h30	Sessions Parallèles / Parallel Sessions
10h30 - 10h45	Pause Café / Coffee break
10h45 - 11h45	Conférence Principale / Keynote conference: Dominique Lhuillier Processus d'exclusion dans le monde du travail: inflation imaginaire et carence symbolique Chaire de Psychologie du travail, CNAM, France
11h45 - 13h30	Déjeuner / Lunch
13h30 - 15h30	Sessions Parallèles / Parallel Sessions
15h30 - 15h45	Pause Café / Coffee break
15h45 - 16h45	Conférence Principale / Keynote conference : Helge Hoel, New frontiers: expanding the research agenda of workplace bullying Université de Manchester, Royaume-Uni
17h00 – 18h30	Première Assemblée Générale de l'Association internationale sur le harcèlement psychologique / Moral au travail First General Assembly of The International Association on Bullying and Harassment on the Workplace

Vendredi 6 juin / Friday June 6th

08h30 - 10h30	Sessions Parallèles / Parallel Sessions
10h30 - 10h45	Pause Café / Coffee break
10h45 - 11h45	Conférence Principale / Keynote conference : Pamela Lutgen-Sandvik Workplace Bullying in the United States: Prevalence, Resistance, and Emotions, Université du Nouveau Mexique, États-Unis.
11h45 - 13h30	Déjeuner / Lunch
13h30 - 15h30	Sessions Parallèles / Parallel Sessions
15h30 - 15h45	Pause Café / Coffee break
15h45 - 16h45	Conférence Principale / Keynote conference : Marie-France Hirigoyen Pourquoi tant de souffrance et de harcèlement moral sur les lieux de travail? psychiatre, psychanalyste, France.
16h45 - 17h15	Cérémonie de Clôture / Closing Ceremony

Mercredi 4 juin – Sessions parallèles – après-midi – 13h30 – 15h30

Wednesday June 4th – Parallel Sessions – PM – 13h30 – 15h30

Session 1	Présentations Orales – Oral Presentations
	Harcèlement et les émotions / Bullying and emotions
13h30 – 13h50	100 : Baillien , Elfi : Haunted by jealousy! Victimization through the eyes of Relative Ingroup Prototypicality.
13h50 – 14h00	Questions
14h00 – 14h20	148 : Moreno-Jiménez , Bernardo : Negative affect: moderator or mediator of the relationship between workplace bullying and psychological strain?
14h20 – 14h30	Questions
14h30 – 14h50	29 : Somers , Mark : Emotional Labor and Bullying: An Ethnographic Study of Bullying in Work Groups in the United States
14h50 – 15h00	Questions
15h00 – 15h20	55 : Soylu , Soydan : The consequences of bullying at work on organisation-based self-esteem, negative affectivity, and intentions to leave: A study in Turkey
15h20 – 15h30	Questions

Session 2	Présentations Orales – Oral Presentations
	Harcèlement psychologique et leadership / Bullying and Leadership
13h30 – 13h50	169 : Skogstad , Anders : The influence of destructive leadership behaviours on subordinates' work withdrawal
13h50 – 14h00	Questions
14h00 – 14h20	106 : Mathisen , Gro Ellen : Relationships between leader personality and organizational bullying and harassment: An explorative study
14h20 – 14h30	Questions
14h30 – 14h50	32 : Sheehan , Michael : Workplace bullying and conflict: authentic leadership as a conduit for change
14h50 – 15h00	Questions
15h00 – 15h20	161 : Benson , Philip : Variations of Dysfunctional Supervision: When is Supervision Bullying, Abusive, or Simply Bad?
15h20 – 15h30	Questions

Session 3	Présentations Orales – Oral Presentations
	Les conséquences du harcèlement psychologique / Consequences of Bullying
13h30 – 13h50	172 : Soares , Angelo : Les blessures psychiques et le harcèlement psychologique : un degré en dessous de l'humanité ou l'histoire de Mme C
13h50 – 14h00	Questions
14h00 – 14h20	40 : Hachelafi , Hamid : La prédictive de la violence psychique au suicide -A propos d'un cas .
14h20 – 14h30	Questions
14h30 – 14h50	14 : MacIntosh , Judith : Doing work differently: The impact of workplace bullying
14h50 – 15h00	Questions
15h00 – 15h20	166 : Araújo , Manuel Salvador : Bullying at Workplace: Prevalence, individual and organizational consequences
15h20 – 15h30	Questions

Session 4	Présentations Orales – Oral Presentations
	Prévention / Intervention (I) – Prevention / Intervention (I)
13h30 – 13h50	159 : Gemzøe Mikkelsen , Eva : Prevention of bullying and conflicts at work – an intervention study
13h50 – 14h00	Questions
14h00 – 14h20	48 : Tehrani , Noreen : Lost in Translation – using bilingual difference to increase emotional mastery
14h20 – 14h30	Questions
14h30 – 14h50	174: Crawshaw , Laura : Rehabilitating Abrasive LeadersThrough Executive Coaching & Organizational Intervention
14h50 – 15h00	Questions
15h00 – 15h20	101 : Debelli , Andrea : SMPP specific mobbing prevention programme
15h20 – 15h30	Questions

Jeudi 5 juin – Sessions parallèles – matin – 8h30 – 10h30

Thursday June 5th – Parallel Sessions – AM – 8h30 – 10h30

Session 5	Présentations Orales – Oral Presentations
	Les syndicats et le harcèlement psychologique – Trade Unions and Bullying
8h30 – 8h50	52 : Poza Sebastian , Alicia : Violence at Work. An Analysis within our Union Organisation
8h50 – 9h00	Questions
9h00 – 9h20	171 : Desfonds , Michelle : Harcèlement Psychologique en Milieu de Travail Syndiqué : Point de Vue Syndical
9h20 – 9h30	Questions
9h30 – 9h50	116 : Roseburgh , Fergus : Trade Union and Employer: Working in Partnership to Promote Dignity at Work
9h50 – 10h00	Questions
10h00 – 10h20	67 : Velázquez , Manuel : Actions by the Labor and Social Security Bodies when facing work harassment within the companies
10h20 – 10h30	Questions

Session 6	Présentations Orales – Oral Presentations
	Les aspects théoriques du harcèlement psychologique (I) – Theoretical Aspects of Bullying (I)
8h30 – 8h50	73 : Hogh , Annie : Does previous bullying increase the risk of bullying and does becoming a new target have an impact on personal disposition? A two-year follow-up study
8h50 – 9h00	Questions
9h00 – 9h20	75 : Beale , David : Towards a broader theoretical framework for workplace bullying: exploring geographical dimensions
9h20 – 9h30	Questions
9h30 – 9h50	35 : Yamada , David : Multidisciplinary Responses to Workplace Bullying: Systems, Synergy, and Sweat
9h50 – 10h00	Questions
10h00 – 10h20	58 : Westhues , Kenneth : Critiques of the anti-bullying movement and responses to them
10h20 – 10h30	Questions

Session 7	Présentations Orales – Oral presentations
	Les dimensions organisationnelles du harcèlement psychologique (I) – Organizational Dimensions and Bullying (I)
8h30 – 8h50	146 : Jenkins , Moira : What’s in a name? “Workplace Bullying”: Perceptions of Organisational Justice and Outcome in Workplace Bullying Policies and Procedures
8h50 – 9h00	Questions
9h00 – 9h20	17 : D’Cruz , Premilla : Employer as oppressor: Engaging the organizational framework in understanding workplace bullying
9h20 – 9h30	Questions
9h30 – 9h50	54 : Rainivaara , Sini : The development and maintenance of bullying relationships in the workplace
9h50 – 10h00	Questions
10h00 – 10h20	63 : Pereira , Wilza : The Characterisation of Pedagogical Practice in Nursing Training at Two Public Nursing Graduation Schools in Brazil.
10h20 – 10h30	Questions

Session 8	Présentations Orales – Oral Presentations
	Le harcèlement psychologique et le genre – Bullying and Gender
8h30 – 8h50	156 : Olesen , Louise Berg : The prevalence of negative acts in the workplace stratified for gender
8h50 – 9h00	Questions
9h00 – 9h20	167 : Chamberland , Line : Le harcèlement homophobe en milieu de travail
9h20 – 9h30	Questions
9h30 – 9h50	131 : Salin , Denise : Bullying or Not? The Significance of Gender for Third Parties’ Conceptualisations of Negative Behaviour
9h50 – 10h00	Questions
10h00 – 10h20	25 : Adewumi , Oluwakemi : Workplace bullying in an Emergency Service Organization (ESO) in the UK: an exploratory study of employees’ exposure to bullying behaviours
10h20 – 10h30	Questions

Session 9	Présentations Orales – Oral Presentations
	Le harcèlement psychologique dans le Monde – Global Bullying
8h30 – 8h50	34 : Lin , Yu-Hui : Workplace Abuse in a Taiwanese Context
8h50 – 9h00	Questions
9h00 – 9h20	105 : Seo , Yoojeong Nadine : Workplace bullying in South Korea - An exploratory study
9h20 – 9h30	Questions
9h30 – 9h50	94 : Campanini , Paolo : Workplace Bullying in a large sample of Italian workers
9h50 – 10h00	Questions
10h00 – 10h20	28 : Kokubun , Shoko : Abusive Behavior At Work: A Cross-Cultural Comparison Between The U.S. And Japan
10h20 – 10h30	Questions

Jeudi 5 juin – Sessions parallèles – après-midi – 13h30 – 15h30

Thursday June 5th – Parallel Sessions – PM – 13h30 – 15h30

Session 10	Présentations Orales – Oral Presentations
	Le harceleur / La harceuse – The Bully
13h30 – 13h50	152 : Gaillard , Bernard : Relation harcelé-harceleur dans l'espace professionnel, une relation d'emprise
13h50 – 14h00	Questions
14h00 – 14h20	91 : Caponecchia , Carlo : Victimising The “Bully”: Problems With The “Workplace Psychopaths” Approach
14h20 – 14h30	Questions
14h30 – 14h50	108 : Burton , James : Understanding Reactions to Bully Bosses: A Research Program
14h50 – 15h00	Questions
15h00 – 15h20	64 : Cahill , Karen : Bullying In the Workplace: An analysis of 34 people accused of bullying
15h20 – 15h30	Questions

Session 11	Présentations Orales – Oral Presentations
	Le harcèlement psychologique dans les professions - Bullying in Professions
13h30 – 13h50	114 : Bjørkelo , Brita : Whistleblowing and bullying in the police
13h50 – 14h00	Questions
14h00 – 14h20	121 : McKeown , Tui : Creating Positives from the Negatives: The Victorian Public Sector Response to Bullying & Harassment
14h20 – 14h30	Questions
14h30 – 14h50	88 : Thirlwall , Alison : Report from a Study of Bullying in Institutes of Technology and Polytechnics in New Zealand
14h50 – 15h00	Questions
15h00 – 15h20	71 : Ortega , Adriana : Bullying, absence and presenteeism in Danish elderly care sector: A one-year follow-up study
15h20 – 15h30	Questions

Session 12	Présentations Orales – Oral Presentations
	Le harcèlement psychologique à l'Université – Bullying in Academia
13h30 – 13h50	142: İrmis , Ayse : Bullying Among Turkish Academicians
13h50 – 14h00	Questions
14h00 – 14h20	130 : Peña , Florencia : Toxic workplaces and mobbing. Insights from a Mexican University
14h20 – 14h30	Questions
14h30 – 14h50	81 : Ogoshi , Kumiko : Academic Harassment in Japan -how to make a harassment-free university
14h50 – 15h00	Questions
15h00 – 15h20	30 : McKay , Ruth : Workplace Bullying in Academia: A Canadian University Study
15h20 – 15h30	Questions

Session 13	Présentations Orales – Oral Presentations
	Le harcèlement psychologie et la méthodologie – Bullying and Methodology
13h30 – 13h50	89 : Calvert , Emma : Is Once Not Enough? Methodological Issues in the Measurement of Workplace Bullying
13h50 – 14h00	Questions
14h00 – 14h20	176 : Tracy-Ramirez , Alexandra : Bosses Are Awfully Mean These Days: The Discursive Politics of Representation and Blame in Workplace Bullying
14h20 – 14h30	Questions
14h30 – 14h50	160 : Hanley , Glennis : Workplace bullying: Using Conceptual Metaphors as Interpretive Tools in Qualitative Research
14h50 – 15h00	Questions
15h00 – 15h20	86 : Notelaers , Guy : The construction and validity of the Short – Negative Acts Questionnaire
15h20 – 15h30	Questions

Session 14	Table ronde / Round Table
	Creating Dignity in the Workplace
13h30 – 14h00	Noreen Tehrani, Psychologist Building on the Theory
14h00 – 14h30	Russel Shaw, HR Director Royal & SunAlliance Keeping the Momentum
14h30 – 15h00	Daniel Peyron, Groupe Sup de Co La Rochelle Moral Harassment – the French solution
15h00 – 15h30	Questions / Débat

Vendredi 6 juin – Sessions parallèles – matin – 8h30 – 10h30

Friday June 6th – Parallel Sessions – AM – 8h30 – 10h30

Session 15	Présentations Orales – Oral Presentations
	Prévention / Intervention (II) – Prevention / Intervention (II)
8h30 – 8h50	57 : Lippel , Katherine : Le traitement des plaintes de harcèlement psychologique par les processus de médiation et de conciliation: portrait de deux institutions québécoises
8h50 – 9h00	Questions
9h00 – 9h20	111 : Lefebvre , Julie : La victime au coeur du processus
9h20 – 9h30	Questions
9h30 – 9h50	139 : Namie, Gary : The U.S. Campaign for Workplace Bullying Laws
9h50 – 10h00	Questions
10h00 – 10h20	201: Cecchini, Fernando : Mobbing and the tutelage of INAS-CISL: our experience
10h20 – 10h30	Questions

Session 16	Présentations Orales – Oral presentations
	Les dimensions organisationnelles du harcèlement psychologique (II) – Organizational Dimensions and Bullying (II)
8h30 – 8h50	9 : Verdasca , Ana : Organizational Changes, Workplace Bullying and Organizational Citizenship Behavior
8h50 – 9h00	Questions
9h00 – 9h20	56 : Apospori , Eleni : Work-place bullying and organizational culture: A multi-level approach
9h20 – 9h30	Questions
9h30 – 9h50	120 : O'Farrell , Belinda : The Problem of Workplace Bullying: Identification and Response in Organisational Spaces
9h50 – 10h00	Questions
10h00 – 10h20	60 : Lewis , Duncan : Responding to Organizational 'Noise' about Bullying: Opening Pandora's Box
10h20 – 10h30	Questions

Session 17	Présentations Orales – Oral Presentations
	La santé mentale et le harcèlement psychologique – Mental Health and Bullying
8h30 – 8h50	99 : Magerøy , Nils : Bullying and psychosocial factors at work among navy personnel
8h50 – 9h00	Questions
9h00 – 9h20	128 : Hauge , Lars Johan : Job stressors and exposure to negative acts: Results of a longitudinal study
9h20 – 9h30	Questions
9h30 – 9h50	45 : Nielsen , Morten Birkeland : Workplace bullying, mental health and job-satisfaction: Findings from a longitudinal study
9h50 – 10h00	Questions
10h00 – 10h20	158 : Vartia , Maarit : Development Of A European Psychosocial Risk Management Framework (PRIMA-EF) - Research On Stress, Violence And Bullying
10h20 – 10h30	Questions

Session 18	Présentations Orales – Oral Presentations
	Le coping et le harcèlement psychologique – Coping with Bullying
8h30 – 8h50	175 : Bartkowiak , Grazyna : The employee's personality pattern and their preferred strategy of coping with mobbing in Polish enterprises
8h50 – 9h00	Questions
9h00 – 9h20	18 : Noronha , Ernesto : The exit coping response to workplace bullying: HRM paves the way
9h20 – 9h30	Questions
9h30 – 9h50	31 : Whitaker , Tracy :U.S. Social Workers and Workplace Bullying: Perceptions and Coping Responses
9h50 – 10h00	Questions
10h00 – 10h20	125 : Power , Jacqueline L. : A Typology of Perpetrators, Targets and Observers: Differences in Personal Background, Traits, and Coping with Workplace Bullying
10h20 – 10h30	Questions

Session 19	Présentations Orales – Oral Presentations
	Le syndrome du stress post-traumatique, problèmes du sommeil et le harcèlement psychologique – PTSD, Sleep Problems and Bullying
8h30 – 8h50	20 : Hansen , Åse Marie : Associations between bullying, witnessing bullying and sleep problems
8h50 – 9h00	Questions
9h00 – 9h20	122 : Rodríguez Muñoz , Alfredo : Does worry and need for recovery mediate the relationship between bullying and sleep quality?
9h20 – 9h30	Questions
9h30 – 9h50	79 : Malinauskiene , Vilija : The Associations Between Workplace Bullying and Psychological Distress, Post-Traumatic Stress Disorder, Sense of Coherence Among Seafarers
9h50 – 10h00	Questions
10h00 – 10h20	147 : Rodríguez-Muñoz , Alfredo : The Impact Of Psychological Detachment And Rumination On The Relationship Between Workplace Bullying And Insomnia
10h20 – 10h30	Questions

Vendredi 6 juin – Sessions parallèles – après-midi – 13h30 – 15h30

Friday June 6th – Parallel Sessions – PM – 13h30 – 15h30

Session 20	Présentations Orales – Oral presentations
	Le harcèlement psychologique dans les secteurs de l'éducation et de la santé – Bullying in Education and Health Sectors
13h30 – 13h50	37 : Fahie , Declan : Blackboard Bullies?-A Study of Workplace Bullying in Irish Primary Schools.
13h50 – 14h00	Questions
14h00 – 14h20	85 : Warszevska-Makuch , Magdalena : Workplace bullying, the Big Five personality dimensions, and job insecurity. Findings from a Polish teachers' sample
14h20 – 14h30	Questions
14h30 – 14h50	93 : Higgins , Barbara (Laurie) : Operating Room Nurses' Perception of the Effects of Physician-Perpetrated Abuse
14h50 – 15h00	Questions
15h00 – 15h20	164 : Sá , Luís : Bullying, burnout and psychological well-being in Portuguese nurses
15h20 – 15h30	Questions

Session 21	Présentations Orales – Oral Presentations
	Le harcèlement psychologique et l'autre – Bullying and the Other
13h30 – 13h50	95 : Vartia , Maarit : Bullying of immigrant workers
13h50 – 14h00	Questions
14h00 – 14h20	84 : Ramsay , Sheryl : Workplace Bullying: Social Identity and Perspectives of Skilled Migrants
14h20 – 14h30	Questions
14h30 – 14h50	141 : Rayner , Charlotte : Mobilizing bystanders to intervene in workplace bullying:
14h50 – 15h00	Questions
15h00 – 15h20	96 : Mulder , Roelie : Emotional and Helping Responses among Bystanders of Victims of Mobbing: The Role of Perceived Responsibility and Threat of Contagion
15h20 – 15h30	Questions

Session 22	Présentations Orales – Oral Presentations
	Le harcèlement psychologique sous différents points de vues / Bullying under different points of view
13h30 – 13h50	165 : Punzi , Silvia : Victims of workplace bullying: considerations about personal characteristics using the Wartegg Drawing Completion Test
13h50 – 14h00	Questions
14h00 – 14h20	163 : Hetland , Jørn : Bullying from adolescence into adulthood: A 17-year longitudinal study
14h20 – 14h30	Questions
14h30 – 14h50	112 : Kretilow , Christiane : Harcèlement et proximité : De la Pathologie à l'Éthique
14h50 – 15h00	Questions
15h00 – 15h20	16 : Altman , Brian : Addressing Workplace Bullying Through Human Resource Development Practice: Implications For Organizational Performance
15h20 – 15h30	Questions

Session 23	Présentations Orales – Oral presentations
	Les différents aspects du harcèlement psychologique – Different Aspects of Bullying
13h30 – 13h50	97 : Burns , Dawn : Intuition, the 'Trojan Horse' in Work Place Bullying
13h50 – 14h00	Questions
14h00 – 14h20	200 : Reid, L. Wayne : Student and Employee Bullying in California and Lithuania
14h20 – 14h30	Questions
14h30 – 14h50	98 : Rodríguez Carballeira , Álvaro : Comparison between the psychological abuse behaviours in Bullying at work and Couple Violence: Two Delphi studies
14h50 – 15h00	Questions
15h00 – 15h20	69 : Bloch , Charlotte : Mobbing and Negative Acts/behaviour
15h20 – 15h30	Questions

Mercredi 4 juin – Sessions par affiche / Poster Sessions – Toute la journée / All Day

Session 1	Présentations par affiches / Poster Presentations
Affiche / Poster 1	Hansen , Åse Marie : A Nordic Network on Bullying at the Workplace
Affiche / Poster 2	Gagnon , Christiane : Le Harcèlement Psychologique En Milieu De Travail : Analyse Des Perceptions D'un Processus De Résolution De Conflits.
Affiche / Poster 3	İrmis , Ayse : Consequences Of Bullying Among University Students In Turkey
Affiche / Poster 4	Wyatt , Anne : Workplace Bullying: To Mediate Or...What?
Affiche / Poster 5	Alonzo Padilla , Arturo Luis : The Mobbing Impacts In A Line Of Research And Formation, In A Mexican Superior School.
Affiche / Poster 6	Balducci , Cristian : Relationships between workplace bullying and individual work-related well-being outcomes
Affiche / Poster 7	Avilés Martínez , José María : Analysis Of Possible Factors That Intervene In The Violence
Affiche / Poster 8	Mattice , Catherine : Bullies In Business: Self-Reports Of Tactics And Motives
Affiche / Poster 9	Burr , Catherine : Typology of workplace harassment
Affiche / Poster 10	Brotheridge , Céleste M : Cross-Cultural Perceptions Of Bullying
Affiche / Poster 11	Maier , Carolina Magdalene : Identifying sources of interpersonal workplace conflict: a qualitative study
Affiche / Poster 12	Molina , Cristóbal : The concept of mobbing at work
Affiche / Poster 13	Cox , Rachel : La législation québécoise en matière de harcèlement psychologique : le point de vue des représentant-e-s syndicaux chargés de son application
Affiche / Poster 14	Namie, Phd , Gary : The First U.S. Representative Prevalence Survey
Affiche / Poster 15	Burns , Dawn : A Cognitive Framework For Managing Workplace Bullying Using The Bell Shaped Equilibrium (Bse) Approach

Jeudi 5 juin – Sessions par affiche / Poster Sessions – Toute la journée / All Day

Session 2	Présentations par affiches / Poster presentations
Affiche / Poster 1	Calvert , Emma : A Public Or Private Issue? Sectoral Patterns In Workplace Bullying
Affiche / Poster 2	Miller , Gloria : Creeping Corporatism', The 'New Managerialism', And Bullying In Academia: A Feminist Cultural Analysis
Affiche / Poster 3	Hachelafi , Hamid : Violence Psychique en Milieu Hospitalier
Affiche / Poster 4	Blomberg , Helena : A Discussion Of Victimization In Bullying Narrative
Affiche / Poster 5	Holley , Hana : Workplace Bullying In The United States: Research Findings From A Nationally Representative Study
Affiche / Poster 6	Mawdsley , Hazel : Helping Teachers: Analysing A UK-Based Telephone Helpline For Signs Of Bullying And Harassment
Affiche / Poster 7	Korkmaz , Mehmet : The Relationship Between Workplace Bullying And Features Of Learning Organizations
Affiche / Poster 8	Kõiv , Kristi : Influence Of Whole-School Anti-Bullying Intervention On The Prevalence Of The Pupils' And Teachers' Bullying Behavior
Affiche / Poster 9	Trenberth , Linda : Sharing The Lessons Learned From Dealing With Workplace Bullies: Stakeholder Interests, The Role Of HR, Trust And The Psychological Contract
Affiche / Poster 10	Losier , Claudette : Bullying/Mobbing Are Tools For Delusional Profiling By Corporations, Governments, And Mental Health Professionals
Affiche / Poster 11	Macintosh, Judith : Developing Organizational Approaches for reducing Workplace Bullying
Affiche / Poster 12	Parés , Marina : Réflexions autour du traitement avec des victimes de harcèlement moral
Affiche / Poster 13	Claybourn , Marvin : The Contribution of Work and Workplace Characteristics to Employees' Experiences of Harassment in the Workplace
Affiche / Poster 14	Ege , Harald : Bullying And Post Traumatic Embitterment Disorder (PTED): An Empirical Study
Affiche / Poster 15	Pridgen , Gillian Dwyer Should The United States Learn Lessons From Abcs (Australian, British, And Canadian Countries)?

Vendredi 6 juin – Sessions par affiche /Poster Sessions – Toute la journée / All Day

Session 3	Présentations par affiches / Poster Presentations
Affiche / Poster 1	McLeod , Jean : A Study Of The Moderating Effects Of Self-Efficacy And Intention In Workplace Conflict, Using Q Methodology
Affiche / Poster 2	Rodrigues , Míriam : Moral Harassment In Brazil: An Analysis Proposition Of The Phenomenon And Its Feasible Cultural Roots
Affiche / Poster 3	Berthelsen, Mona : Exclusion from Working Life: Prevalence and Precursors
Affiche / Poster 4	Jauvin , Nathalie : Violence Interpersonnelle Entre Membres De L'organisation De Travail : Le Développement D'un Modèle
Affiche / Poster 5	D'cruz , Premilla : Exploring Interpersonal Bullying In Indian Workplaces
Affiche / Poster 6	Quinlan , Elizabeth : Addressing Workplace Bullying With Participatory Theatre
Affiche / Poster 7	Lee , Raymond : I Can't Believe It Happened! A Case Study on the Experiences and Effects of Workplace Bullying on the Victim and Witness
Affiche / Poster 8	González , Rolando : The Effects Of Mobbing On The Members Of A Working Organism
Affiche / Poster 9	Branch , Sara : Social Support For Managers Who Are Bullied Upwards
Affiche / Poster 10	Sánchez , Sergio : Debates And Studies About Mobbing In Mexico
Affiche / Poster 11	Salah-Eddine , Laïla : La Gestion du Risque « Harcèlement Moral » en France
Affiche / Poster 12	White , Sheila : Why Do Bullies Bully? Psychodynamic And Contextual Insights Into The Motives Of Bullies
Affiche / Poster 13	O'Donnell , Susanne : Destination Sickness Absence: Women And Workplace Bullying
Affiche / Poster 14	Souza, Vera Lúcia de : Contemporary Practices For Performance Evaluation And Wages: Conditioning Factors For Violence Against Worker's Dignity And Reputation?
Affiche / Poster 15	Bloisi , Wendy : The Normalisation Of Abusive Work Practices In Commercial Kitchens
Affiche / Poster 16	Monaghan , Angela : School For Bullies: How Schools Promote Workplace Bullying By Teaching Bullying Behaviours And Promoting The Bullying Culture