



**6<sup>e</sup> Conférence internationale  
sur LE HARCÈLEMENT PSYCHOLOGIQUE /  
MORAL AU TRAVAIL**  
Partage de nos savoirs

**6<sup>th</sup> International Conference  
on WORKPLACE BULLYING**  
Sharing our knowledge

**Du 4 au 6 juin 2008  
4<sup>th</sup> - 6<sup>th</sup> June 2008**

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

**PROGRAMME FINALE  
FINAL PROGRAM**

**ESG UQAM**



Institut  
Santé  
et société

## Mercredi 4 juin / Wednesday June 4<sup>th</sup>

Horaire / Schedule	Activité / Activity	Salle/Room
08h00 – 09h30	Inscription / Registration	Foyer Marie-Guérin Lajoie
09h30 – 10h30	Cérémonie d'ouverture / Opening Ceremony	Marie-Guérin Lajoie
10h30 – 10h45	Pause café / Coffee break	Foyer Marie-Guérin Lajoie
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 / University of Bergen Norway	Marie-Guérin Lajoie
11h45 – 13h30	Déjeuner / Lunch	
13h30 – 15h30	Sessions parallèles / Parallel Sessions	Pavillon De Sève
15h30 – 15h45	Pause café / Coffee Break	Foyer Marie-Guérin Lajoie
15h45 – 16h45	Conférence principale / Keynote Conference Kipling D. Williams Ostracism versus Bullying: A question of being worthy of attention Université Purdue, Etats-Unis / Purdue University, USA	Marie-Guérin Lajoie
17h00 – 19h00	Cocktail	Foyer Marie-Guérin Lajoie

La conférence aura lieu aux adresses suivants :  
The conference will take place in the following addresses:

Salle Marie-Gérin-Lajoie  
Université du Québec à Montréal  
405, rue Sainte-Catherine Est  
Montréal (Québec) H2L 2C4

Pavillon J.-A.-DeSève,  
320, rue Sainte-Catherine Est  
Montréal (Québec) H2X 1L7

## Jeudi 5 juin / Thursday June 5<sup>th</sup>

Horaire / Schedule	Activité / Activity	Salle/Room
08h30 – 10h30	Sessions parallèles / Parallel Sessions	Pavillon De Sève
10h30 – 10h45	Pause café / Coffee break	Foyer Marie-Guérin Lajoie
10h45 – 11h45	Conférence Principale / Keynote conference: Dominique Lhuilier Processus d'exclusion dans le monde du travail: inflation imaginaire et carence symbolique Chaire de Psychologie du travail, CNAM, France	Marie-Guérin Lajoie
11h45 – 13h30	Déjeuner / Lunch	
13h30 – 15h30	Sessions parallèles / Parallel Sessions	Pavillon De Sève
15h30 – 15h45	Pause café / Coffee Break	Foyer Marie-Guérin Lajoie
15h45 – 16h45	Conférence Principale / Keynote conference : Helge Hoel, New frontiers: expanding the research agenda of workplace bullying Université de Manchester, Royaume-Uni / Manchester University UK	Marie-Guérin Lajoie
17h00 – 18h30	Première Assemblée Générale de l'Association internationale sur le harcèlement psychologique au travail First General Assembly of The International Association on Bullying and Harassment on the Workplace	Marie-Guérin Lajoie

## Vendredi 6 juin / Friday June 6<sup>th</sup>

Horaire / Schedule	Activité / Activity	Salle/Room
08h30 – 10h30	Sessions parallèles / Parallel Sessions	Pavillon De Sève
10h30 – 10h45	Pause café / Coffee break	Foyer Marie-Guérin Lajoie
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.	Marie-Guérin Lajoie
11h45 – 13h30	Déjeuner / Lunch	
13h30 – 15h30	Sessions parallèles / Parallel Sessions	Pavillon De Sève
15h30 – 15h45	Pause café / Coffee Break	Foyer Marie-Guérin Lajoie
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.	Marie-Guérin Lajoie
16h45 – 17h15	Cérémonie de Clôture / Closing Ceremony	Marie-Guérin Lajoie

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

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

<b>Session 1</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS1520</b>	<b>Harcèlement et les émotions / Bullying and emotions</b>
<b>Présidente / Chair</b>	<b>Denise Salin</b>
<b>13h30 – 13h50</b>	Elfi Baillien, Norbert Vanbeselaere & Hans De Witte: <i>Haunted by Jealousy! Victimization through the Eyes of Relative Ingroup Prototypicality</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Soydan Soylu, Pelin Peltek & Basak Aksoy: <i>The Consequences of Bullying at Work on Organisation-Based Self-Esteem, Negative Affectivity, and Intentions to Leave: A Study in Turkey</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Mark Somers: <i>Emotional Labor and Bullying: An Ethnographic Study of Bullying in Work Groups in the United States</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Stig Berge Matthiesen, Anders Skogstad & Ståle Einarsen: <i>Is Workplace Conflict and Workplace Bullying the Same?</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 2</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS1525</b>	<b>Harcèlement psychologique et leadership / Bullying and Leadership</b>
<b>Présidente/Chair</b>	<b>Charlotte Rayner</b>
<b>13h30 – 13h50</b>	Anders Skogstad, Evert van de Vliert & Ståle Einarsen: <i>The Influence of Destructive Leadership Behaviours on Subordinates' Work Withdrawal</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Gro Ellen Mathisen & Ståle Einarsen: <i>Relationships between Leader Personality and Organizational Bullying and Harassment: An Explorative Study</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Michael Sheehan: <i>Workplace Bullying and Conflict: Authentic Leadership as a Conduit for Change</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Philip Benson, Glennis Hanley & Brad Gilbreath: <i>Variations of Dysfunctional Supervision: When is Supervision Bullying, Abusive, or Simply Bad?</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 3</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS1540</b>	<b>Les conséquences du harcèlement psychologique / Consequences of Bullying</b>
<b>Présidente/Chair</b>	<b>Marie-France Hirigoyen</b>
<b>13h30 – 13h50</b>	Angelo Soares, Nicole Jeanneau & Geneviève Plante: <i>Les blessures psychiques et le harcèlement psychologique : un degré en dessous de l'humanité ou l'histoire de Mme C</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Charlotte Bloch: <i>Mobbing and Negative Acts / Behaviour</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Judith MacIntosh, Judith Wuest & Marilyn Merritt-Gray: <i>Doing Work Differently: The Impact of Workplace Bullying</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Brian Altman & Mesut Akdere: <i>Addressing Workplace Bullying Through Human Resource Development Practice: Implications for Organizational Performance</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 4</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS-R510</b>	<b>Prévention / Intervention (I) – Prevention / Intervention ( I )</b>
<b>Président/Chair</b>	<b>Kipling D. Williams</b>
<b>13h30 – 13h50</b>	Eva Gemzøe Mikkelsen, Annie Hogh & Louise Berg Olesen: <i>Prevention of Bullying and Conflicts at Work – An Intervention Study</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Noreen Tehrani: <i>Lost in Translation – Using Bilingual Difference to Increase Emotional Mastery</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Laura Crawshaw: <i>Rehabilitating Abrasive Leaders Through Executive Coaching &amp; Organizational Intervention</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Andrea Debelli: <i>SMPP Specific Mobbing Prevention Programme</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 5</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS-R520</b>	<b>Les syndicats et le harcèlement psychologique – Trade Unions and Bullying</b>
<b>Présidente/Chair</b>	<b>Dominique Lhuillier</b>
<b>13h30 – 13h50</b>	José María Avilés Martínez, Alicia Poza Sebastian & Enrique Fuster Espinosa: <i>Violence at Work. An Analysis Within our Union Organisation</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Michelle Desfonds & Marie-Claude Morin: <i>Harcèlement psychologique en milieu de travail syndiqué : point de vue syndical</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Fergus Roseburgh: <i>Trade Union and Employer: Working in Partnership to Promote Dignity at Work</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Manuel Velázquez, Juan Ignacio Goiria & Iñaki Olaizola: <i>Actions by the Labor and Social Security Bodies When Facing Work Harassment Within the Companies</i>
<b>15h20 – 15h30</b>	Questions

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

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

<b>Session 6</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room: DS-1520</b>	<b>Les aspects théoriques du harcèlement psychologique ( I ) – Theoretical Aspects of Bullying ( I )</b>
<b>President/Chair</b>	<b>Duncan Lewis</b>
<b>8h30 – 8h50</b>	Annie Hogh & Adriana Ortega: <i>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</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Kenneth Westhues: <i>Critiques of the Anti-Bullying Movement and Responses to Them</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	David Yamada: <i>Multidisciplinary Responses to Workplace Bullying: Systems, Synergy, and Sweat</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	David Beale & Helge Hoel: <i>Towards a Broader Theoretical Framework for Workplace Bullying: Exploring Geographical Dimensions</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 7</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS-1525</b>	<b>Les dimensions organisationnelles du harcèlement psychologique ( I ) – Organizational Dimensions and Bullying ( I )</b>
<b>Présidente/Chair</b>	<b>Ana Verdasca</b>
<b>8h30 – 8h50</b>	Premilla D'Cruz & Ernesto Noronha: <i>Employer as Oppressor: Engaging the Organizational Framework in Understanding Workplace Bullying</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Moira Jenkins, Helen Winefield & Aspa Sarris: <i>What's in a Name? "Workplace Bullying": Perceptions of Organisational Justice and Outcome in Workplace Bullying Policies and Procedures</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Sini Rainivaara & Maili Porhola: <i>The Development and Maintenance of Bullying Relationships in the Workplace</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Eleni Apospori & Nancy Papalexandris: <i>Workplace Bulling and Organizational Culture: A Multi-Level Approach</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 8</b>	<b>Présentations Orales – Oral Presentations</b>
<b>Salle/Room : DS-1540</b>	<b>La santé mentale et le harcèlement psychologique – Mental Health and Bullying</b>
<b>Président/Chair</b>	<b>Celeste Brotheridge</b>
<b>8h30 – 8h50</b>	Nils Magerøy, Bente E. Moen & Bjørn Lau: <i>Bullying and Psychosocial Factors at Work Among Navy Personnel</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Lars Johan Hauge, Anders Skogstad & Ståle Einarsen: <i>Job Stressors and Exposure to Negative Acts: Results of a Longitudinal Study</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Morten Birkeland Nielsen, Stig Berge Matthiesen, Jørn Hetland & Ståle Einarsen: <i>Workplace Bullying, Mental Health and Job-Satisfaction: Findings from a Longitudinal Study</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Maarit Vartia, Stavroula Leka & Sanna Sutela: <i>Development of a European Psychosocial Risk Management Framework (PRIMA-EF) - Research On Stress, Violence and Bullying</i>
<b>10h20 – 10h30</b>	Questions



<b>Session 9</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-R510</b>	<b>Le harcèlement psychologique dans le Monde – Global Bullying</b>
<b>Président/Chair</b>	<b>Ståle Einarsen</b>
<b>8h30 – 8h50</b>	Paolo Campanini, Renato Gilioli, Silvia Punzi, M. G. Cassitto, P. Conway & G. Costa: <i>Workplace Bullying in a Large Sample of Italian Workers</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Yoojeong Nadine Seo & Philip Leather: <i>Workplace Bullying in South Korea - An Exploratory Study</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	L. Wayne Reid & David Karell: <i>Student and Employee Bullying in California and Lithuania</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Shoko Kokubun & Norbert Tanzer: <i>Abusive Behavior At Work: A Cross-Cultural Comparison Between the U.S. and Japan</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 10</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-R520</b>	<b>Le harcèlement psychologique dans les secteurs de l'éducation et de la santé – Bullying in Education and Health Sectors</b>
<b>Président/Chair</b>	<b>Michael Sheeman</b>
<b>8h30 – 8h50</b>	Declan Fahie & Dymna Devine: <i>Blackboard Bullies? A Study of Workplace Bullying in Irish Primary Schools.</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Magdalena Warszewska-Makuch: <i>Workplace Bullying, the Big Five Personality Dimensions, and Job Insecurity. Findings from a Polish Teachers' Sample</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Barbara Laurie Higgins & Judith MacIntosh: <i>Operating Room Nurses' Perception of the Effects of Physician-Perpetrated Abuse</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Wilza Pereira & Neuci Santos: <i>The Characterisation of Pedagogical Practice in Nursing Training at Two Public Nursing Graduation Schools in Brazil.</i>
<b>10h20 – 10h30</b>	Questions

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

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

<b>Session 11</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room: DS-1520</b>	<b>Le harcèlement psychologique dans les professions - Bullying in Professions</b>
<b>Présidente/Chair</b>	<b>Silvia Punzi</b>
<b>13h30 – 13h50</b>	Brita Bjørkelo, Stig Berge Matthiesen & Ståle Einarsen: <i>Whistleblowing and Bullying in the Police</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Tui McKeown, Greg Vimes & Charmine Härtel: <i>Creating Positives from the Negatives: The Victorian Public Sector Response to Bullying &amp; Harassment</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Alison Thirlwall: <i>Report from a Study of Bullying in Institutes of Technology and Polytechnics in New Zealand</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Adriana Ortega, Annie Høgh, Berge & Vilhelm: <i>Bullying, Absence and Presenteeism in Danish Elderly Care Sector: A One-Year Follow-Up Study</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 12</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room: DS-1525</b>	<b>Le harcèlement psychologique à l'Université – Bullying in Academia</b>
<b>Président/Chair</b>	<b>Kenneth Westhues</b>
<b>13h30 – 13h50</b>	Ruth McKay, Jae Fratzl, Diane Huberman-Arnold & Roland Thomas: <i>Workplace Bullying in Academia: A Canadian University Study</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Florencia Peña: <i>Toxic Workplaces and Mobbing. Insights from a Mexican University</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Kumiko Ogoshi, Mari Akamatsu-Yanase & Yuriko Uchida: <i>Academic Harassment in Japan: How to Make a Harassment-Free University</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Marina Sarran: <i>Velvet Violence: The Social Elimination of Graduate Students</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 13</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room: DS-1540</b>	<b>Le harcèlement psychologie et la méthodologie – Bullying and Methodology</b>
<b>Présidente/Chair:</b>	<b>Pamela Lutgen-Sandvik</b>
<b>13h30 – 13h50</b>	Emma Calvert & Philip J O'Connell: <i>Is Once Not Enough? Methodological Issues in the Measurement of Workplace Bullying</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Alexandra Tracy-Ramirez: <i>Bosses Are Awfully Mean These Days: The Discursive Politics of Representation and Blame in Workplace Bullying</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Glennis Hanley & Melanie Bryant: <i>Workplace bullying: Using Conceptual Metaphors as Interpretive Tools in Qualitative Research</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Guy Notelaers & Ståle Einarsen: <i>The Construction and Validity of the Short – Negative Acts Questionnaire</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 14</b>	<b>Table ronde / Round Table</b>
<b>Salle/Room : DS-R510</b>	<b>Creating Dignity in the Workplace</b>
<b>Président/Chair</b>	<b>Angelo Soares</b>
<b>13h30 – 14h00</b>	Noreen Tehrani, Psychologist <i>Building on the Theory</i>
<b>14h00 – 14h30</b>	Russel Shaw, HR Director Royal & SunAlliance <i>Keeping The Momentum</i>
<b>14h30 – 15h00</b>	Daniel Peyron, Groupe Sup de Co La Rochelle <i>Moral Harassment – The French Solution</i>
<b>15h00 – 15h30</b>	Questions / Débat

<b>Session 15</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-R520</b>	<b>Prévention / Intervention ( II ) –Prevention / Intervention ( II )</b>
<b>Présidente/Chair</b>	<b>Maarit Vartia</b>
<b>13h30 – 13h50</b>	Isabelle Aubé & Katherine Lippel: <i>Le traitement des plaintes de harcèlement psychologique par les processus de médiation et de conciliation: portrait de deux institutions québécoises</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Julie Lefebvre: <i>La victime au cœur du processus</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Gary Namie, Michael Schlicht & Thomas Witt: <i>The U.S. Campaign for Workplace Bullying Laws</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Fernando Cecchini: <i>Mobbing and the Tutelage of INAS-CISL: Our Experience</i>
<b>15h20 – 15h30</b>	Questions

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

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

<b>Session 16</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1520</b>	<b>Les dimensions organisationnelles du harcèlement psychologique ( II ) – Organizational Dimensions and Bullying ( II )</b>
<b>Présidente/Chair</b>	<b>Glennis Hanley</b>
<b>8h30 – 8h50</b>	Ana Verdasca, José Maria C. Ferreira & Antonio G. Pereira: <i>Organizational Changes, Workplace Bullying and Organizational Citizenship Behavior</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Duncan Lewis, Michael Sheehan & Catherine Davies: <i>Responding to Organizational ‘Noise’ about Bullying: Opening Pandora’s Box</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Raymond Lee & Brenda-Lee Lovell: <i>I Can’t Believe It Happened! A Case Study on the Experiences and Effects of Workplace Bullying on the Victim and Witness</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Álvaro Rodríguez-Carballeira, Jordi Escartín & Clara Porrúa: <i>Comparison Between the Psychological Abuse Behaviours in Bullying at Work and Couple Violence: Two Delphi studies</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 17</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1525</b>	<b>Le harcèlement psychologique et le genre – Bullying and Gender</b>
<b>Président/Chair</b>	<b>Angelo Soares</b>
<b>8h30 – 8h50</b>	Louise Berg Olesen, Annie Hogh & Eva Gemzøe Mikkelsen: <i>The Prevalence of Negative Acts in the Workplace Stratified for Gender</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Line Chamberland: <i>Le harcèlement homophobe en milieu de travail</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Denise Salin: <i>Bullying or Not? The Significance of Gender for Third Parties' Conceptualisations of Negative Behaviour</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Oluwakemi Adewumi: <i>Workplace bullying in an Emergency Service Organization (ESO) in the UK: An Exploratory Study of Employees' Exposure to Bullying Behaviours</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 18</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1540</b>	<b>Le coping et le harcèlement psychologique – Coping with Bullying</b>
<b>Président/Chair</b>	<b>Helge Hoel</b>
<b>8h30 – 8h50</b>	Grazyna Bartkowiak: <i>The Employee's Personality Pattern and their Preferred Strategy of Coping with Mobbing in Polish Enterprises</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Ernesto Noronha & Premilla D'Cruz: <i>The Exit Coping Response to Workplace Bullying: HRM Paves the Way</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Jacqueline L. Power, Raymond T Lee, Céleste M. Brotheridge: <i>A Typology of Perpetrators, Targets and Observers: Differences in Personal Background, Traits, and Coping with Workplace Bullying</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Marina Parés: <i>Réflexions autour du traitement des victimes de harcèlement moral</i>
<b>10h20 – 10h30</b>	Questions

<b>Session 19</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-R520</b>	<b>Le syndrome du stress post-traumatique, problèmes du sommeil et le harcèlement psychologique – PTSD, Sleep Problems and Bullying</b>
<b>Président/Chair</b>	<b>Evert Van de Vliert</b>
<b>8h30 – 8h50</b>	Åse Marie Hansen, Annie Hogh, Roger Persson & Anne Helene Garde: <i>Associations Between Bullying, Witnessing Bullying and Sleep Problems</i>
<b>8h50 – 9h00</b>	Questions
<b>9h00 – 9h20</b>	Alfredo Rodríguez Muñoz, Guy Notelaers, Bernardo Moreno-Jiménez: <i>Does Worry and Need for Recovery Mediate the Relationship Between Bullying and Sleep Quality?</i>
<b>9h20 – 9h30</b>	Questions
<b>9h30 – 9h50</b>	Marvin Claybourn & Barry Spinner: <i>The Contribution of Work and Workplace Characteristics to Employees' Experiences of Harassment in the Workplace</i>
<b>9h50 – 10h00</b>	Questions
<b>10h00 – 10h20</b>	Alfredo Rodríguez-Muñoz, Eva Garrosa, Ana Isabel Sanz-Vergel & Macarena Gálvez: <i>The Impact of Psychological Detachment and Rumination on the Relationship Between Workplace Bullying and Insomnia</i>
<b>10h20 – 10h30</b>	Questions

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

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

<b>Session 20</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1520</b>	<b>Le harceleur / La harceuse – The Bully</b>
<b>Président/Chair</b>	<b>Angelo Soares</b>
<b>13h30 – 13h50</b>	Bernard Gaillard: <i>Relation harcelé-harceleur dans l'espace professionnel, une relation d'emprise</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Carlo Caponecchia & Anne Wyatt: <i>Victimising the "Bully": Problems with the "Workplace Psychopaths" Approach</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	James Burton & Jenny Hoobler: <i>Understanding Reactions to Bully Bosses: A Research Program</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Dawn Burns & Arthur Morgan: <i>Intuition, the 'Trojan Horse' in Work Place Bullying</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 21</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1525</b>	<b>Le harcèlement psychologique et l'autre – Bullying and the Other</b>
<b>Présidente/Chair</b>	<b>Annie Hogh</b>
<b>13h30 – 13h50</b>	Maarit Vartia & Terhi Giorgiani: <i>Bullying of Immigrant Workers</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Sheryl Ramsay: <i>Workplace Bullying: Social Identity and Perspectives of Skilled Migrants</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Charlotte Rayner & Lynn Bowes-Sperry: <i>Mobilizing Bystanders to Intervene in Workplace Bullying:</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Roelie Mulder, Mienke Pouwelse, Hein Lodewijkx & Catherine Bolman: <i>Emotional and Helping Responses among Bystanders of Victims of Mobbing: The Role of Perceived Responsibility and Threat of Contagion</i>
<b>15h20 – 15h30</b>	Questions

<b>Session 22</b>	<b>Présentations orales – Oral Presentations</b>
<b>Salle/Room : DS-1540</b>	<b>Le harcèlement psychologique sous différents points de vues / Bullying under different points of view</b>
<b>Présidente/Chair</b>	<b>Premilla D'Cruz</b>
<b>13h30 – 13h50</b>	Silvia Punzi, Maria Grazia Cassitto, Giovanna Castellini, P.M. Conway & G. Costa: <i>Victims of Workplace Bullying: Considerations about Personal Characteristics Using the Wartegg Drawing Completion Test</i>
<b>13h50 – 14h00</b>	Questions
<b>14h00 – 14h20</b>	Jørn Hetland & Ståle Einarsen: <i>Bullying from Adolescence into Adulthood: A 17-Year Longitudinal Study</i>
<b>14h20 – 14h30</b>	Questions
<b>14h30 – 14h50</b>	Christiane Kreitlow: <i>Harcèlement et proximité : De la pathologie à l'éthique</i>
<b>14h50 – 15h00</b>	Questions
<b>15h00 – 15h20</b>	Karina Lind, Lars Glasø, Ståle Pallesen & Ståle Einarsen: <i>Big Five Personality Profiles among Targets and Non-Targets of Workplace Bullying</i>
<b>15h20 – 15h30</b>	Questions

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

Session 1	Présentations par affiches / Poster Presentations
<b>Affiche / Poster 1</b>	Hansen, Åse Marie : A Nordic Network on Bullying at the Workplace
<b>Affiche / Poster 2</b>	Gagnon, Christiane & Brunet, Luc : Le harcèlement psychologique en milieu de travail : Analyse des perceptions d'un processus de résolution de conflits
<b>Affiche / Poster 3</b>	Burns, Dawn : A Cognitive Framework for Managing Workplace Bullying Using The Bell Shaped Equilibrium (BSE) Approach
<b>Affiche / Poster 4</b>	Alonzo Padilla, Arturo Luis : The Mobbing Impacts in a Line of Research and Formation: A Mexican Superior School Case
<b>Affiche / Poster 5</b>	Balducci, Cristian : Relationships Between Workplace Bullying and Individual Work-Related Well-Being Outcomes
<b>Affiche / Poster 6</b>	Avilés Martínez, José María : Analysis of Possible Factors that Intervene in the Violence
<b>Affiche / Poster 7</b>	Mattice, Catherine : Bullies in Business: Self-Reports of Tactics and Motives
<b>Affiche / Poster 8</b>	Burr, Catherine : Typology of Workplace Harassment
<b>Affiche / Poster 9</b>	Brotheridge, Céleste M : Cross-Cultural Perceptions of Bullying
<b>Affiche / Poster 10</b>	Maier, Carolina Magdalene : Identifying Sources of Interpersonal Workplace Conflict: A Qualitative Study
<b>Affiche / Poster 11</b>	Cox, Rachel : La législation québécoise en matière de harcèlement psychologique : le point de vue des représentant-e-s syndicaux chargés de son application
<b>Affiche / Poster 12</b>	Namie, Gary : The First U.S. Representative Prevalence Survey



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

<b>Session 2</b>	<b>Présentations par affiches / Poster presentations</b>
<b>Affiche / Poster 1</b>	Calvert, Emma : A Public or Private Issue? Sectoral Patterns in Workplace Bullying
<b>Affiche / Poster 2</b>	Miller, Gloria : Creeping Corporatism', The 'New Managerialism', and Bullying in Academia: A Feminist Cultural Analysis
<b>Affiche / Poster 3</b>	Blomberg, Helena : A Discussion of Victimization in Bullying Narrative
<b>Affiche / Poster 4</b>	Bloisi, Wendy : The Normalisation of Abusive Work Practices in Commercial Kitchens
<b>Affiche / Poster 5</b>	Mawdsley, Hazel : Helping Teachers: Analysing a UK-Based Telephone Helpline for Signs of Bullying and Harassment
<b>Affiche / Poster 6</b>	Korkmaz , Mehmet : The Relationship Between Workplace Bullying and Features of Learning Organizations
<b>Affiche / Poster 7</b>	Pridgen, Gillian Dwyer: Should the United States Learn Lessons from ABCs (Australian, British, and Canadian Countries)?
<b>Affiche / Poster 8</b>	Trenberth, Linda: Sharing the Lessons Learned from Dealing with Workplace Bullies: Stakeholder Interests, the Role of HR, Trust and the Psychological Contract
<b>Affiche / Poster 9</b>	Losier, Claudette : Bullying/Mobbing Are Tools For Delusional Profiling by Corporations, Governments, and Mental Health Professionals
<b>Affiche / Poster 10</b>	Macintosh, Judith : Developing Organizational Approaches for reducing Workplace Bullying
<b>Affiche / Poster 11</b>	Araújo, Manuel Salvador : Bullying at Workplace: Prevalence, individual and organizational consequences
<b>Affiche / Poster 12</b>	Ege, Harald : Bullying and Post Traumatic Embitterment Disorder (PTED): An Empirical Study

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

<b>Session 3</b>	<b>Présentations par affiches / Poster Presentations</b>
<b>Affiche / Poster 1</b>	McLeod, Jean: A Study of the Moderating Effects of Self-Efficacy and Intention in Workplace Conflict, Using Q Methodology
<b>Affiche / Poster 2</b>	Rodrigues, Míriam : Moral Harassment in Brazil: An Analysis Proposition of The Phenomenon and its Feasible Cultural Roots
<b>Affiche / Poster 3</b>	Berthelsen, Mona : Exclusion from Working Life: Prevalence and Precursors
<b>Affiche / Poster 4</b>	Jauvin, Nathalie : Violence interpersonnelle entre membres de l'organisation de travail : le développement d'un modèle
<b>Affiche / Poster 5</b>	D'Cruz, Premilla : Exploring Interpersonal Bullying In Indian Workplaces
<b>Affiche / Poster 6</b>	Monaghan, Angela : School for Bullies: How Schools Promote Workplace Bullying by Teaching Bullying Behaviours and Promoting the Bullying Culture
<b>Affiche / Poster 7</b>	Moreno-Jiménez, Bernardo : Negative Affect: Moderator or Mediator of the Relationship Between Workplace Bullying and Psychological Strain?
<b>Affiche / Poster 8</b>	González, Rolando : The Effects of Mobbing on the Members of a Working Organism
<b>Affiche / Poster 9</b>	Branch, Sara : Social Support For Managers Who Are Bullied Upwards
<b>Affiche / Poster 10</b>	Sánchez, Sergio : Debates And Studies About Mobbing in Mexico
<b>Affiche / Poster 11</b>	Salah-Eddine, Laïla : La gestion du risque « harcèlement moral » en France
<b>Affiche / Poster 12</b>	Souza, Vera Lúcia de : Contemporary Practices for Performance Evaluation and Wages: Conditioning Factors for Violence against Worker's Dignity and Reputation?
<b>Affiche / Poster 13</b>	O'Donnell, Susanne : Destination Sickness Absence: Women and Workplace Bullying