

## The Relationships between the Feelings of Bullying, Self- Esteem, Employee Silence, Anger, Self- Blame and Shame

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**Abstract :** The objective of this study is to investigate the feelings of health employees occurred by bullying and the relationships between these feelings at work place. In this context, the relationships between bullying and the feelings of self-esteem, employee silence, anger, self- blame and shame. This study was conducted among 512 health employees in three hospitals in Konya by using survey method and simple random sampling. The scales of bullying, self-esteem, employee silence, anger, self-blame, and shame were performed within the study. The obtained data were analyzed with descriptive analysis, correlation, confirmative factor analysis, structural equation modeling and path analysis. The results of the study showed that while bullying had a positive effect on self-esteem (.61), employee silence (.41), anger (.18), a negative effect on self-blame and shame (-.26) was observed. Employee silence affected self-blame and shame (.83) as positively. Besides, self-esteem impacted on self- blame and shame (.18), employee silence (.62) positively and self-blame and shame was observed as negatively affecting on anger (-.20). Similarly, self-esteem was found as negatively affected on anger (-.13).

**Keywords :** bullying, self-esteem, employee silence, anger, shame and guilt, healthcare employee

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