

Contributing Factors

Introduction

Several factors, elements, and social/cultural conditions contribute to workplace violence. These include individual, environmental, and social factors, as well as unwanted change.

Individual factors

The following are characteristics or factors about an individual that may contribute to workplace violence:

- Violent history
- Membership in a hate group (severe prejudice)
- Romantic obsession
- Pathological blaming
- Obsessive interest in weapons

Environmental factors

The following are environmental factors that may contribute to workplace violence:

- Highly authoritarian management style
- Unpredictable or inconsistent supervision and job role ambiguity
- Lack of employee participation in the decision making process
- Existence of hostile or threatening work environment
- Acceptance of disrespectful behavior
- Frequent invasion of privacy
- Lack of training in conflict resolution and communication skills

Social factors

The following are social factors that may contribute to workplace violence. The employee may

- view himself or herself as a victim
- experience adverse economic/financial conditions
- experience a change in financial status, or
- be unable to cope and accept change.

Change

The following are examples of how changes may contribute to workplace violence:

- Unwelcomed change
 - Downsizing and/or layoffs
 - Reorganizations
 - Restructuring and reengineering
 - Job uncertainty
 - The need to balance job and family stressors

- Difficulty in coping and managing change
 - Lack of trust, respect, or support
 - Personal or family adjustments
 - Inability to accept change
 - Lack of job skills, education, or training