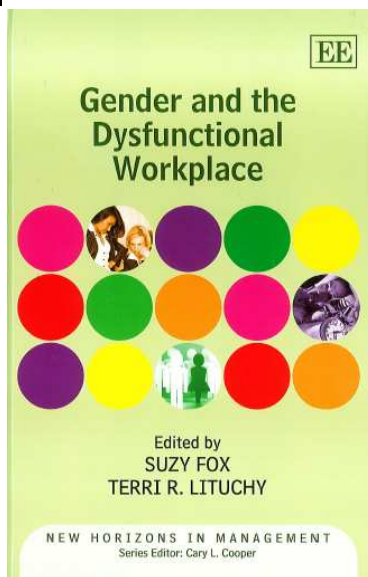


***Gender and the Dysfunctional Workplace by Suzy Fox and Terri R. Lituchy (eds), Edward Elgar, Cheltenham, UK, Northampton, MA, 2012, ISBN 9780857932594***

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Various aspects and forms of aggression in relationships with gender, culture and occupational health in work organizations have been studied extensively in the workplace literature of recent years, specifically the ways in which they can affect the well being of organization members and lead to dysfunctional organization and counterproductive work behaviour (CWB). Suzy Fox and Terri R. Lituchy are challenging their readers in this volume with a fine selection of studies on gender-related characteristics of workplace conflict, communication and stress alongside gender occupational expectations and roles outside the workplace, in the hope that the new streams of research on gender resulting from these contributions will ultimately create healthier workplaces in our contemporary society. All twelve chapters address aggression, bullying, incivility, sexual harassment and sexual orientation harassment, absenteeism and international aspects of occupational mental health in different constructs and on various layers of complexity. The first three chapters of the book underscore the complex and varied nature of aggressive behaviours with a focus on various typologies and the set of socio-cultural factors that define a broad set of counterproductive

work behaviours, all examined against a highly selective review of relevant literature on CWB. It becomes then clear why gender differences exist in the commission of CWB and how they affect the cognitive structure of people's attributions in a dysfunctional workplace. Chapters 4-7 look into bullying and incivility, detailing on the gendered experiences and identities of bullying initiators, targets and bystanders (4,5,6) and discussing the issue of "selective incivility" on the basis of gender and race. Herein the reader is provided with a detailed image of the gendered disparate impact of bullying and incivility and the complex legal mechanisms for recourse that, sadly enough, are missing in the picture. It would be almost impossible to discuss dysfunctional organizational behaviour in the absence of its most gendered form of abuse, i.e. sexual harassment, whose conceptualization (actor, target, witness and observer) is amply provided in chapters 8 and 9. Chapter 10 looks at absenteeism and its negative impact on organizational functioning and profitability, whereas such aspects as job attitudes, satisfaction, stress and depression are examined in the specific national, economic and cultural backgrounds of Argentina and Barbados.

The volume brings together various approaches and conceptualizations in a broad, multi-disciplinary area of conflict resolution, women and counterproductive work behaviour studies and provides a deep insight into how gender and attitudes can ultimately define the contemporary workplace. A fine tool for researchers and students, the book provokes new questions on further issues to be addressed such as: attitudes of in-groups and out-groups, interpretation of physio-emotional responses to the behaviour of others, disentanglement of socialized perceptions in the dysfunctional workplace, etc. But more importantly, it throws the challenge for an ever and even more integrative, cross-disciplinary, intersectional inquiry into the many roles that gender plays in organizational dysfunction.

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