

Bullying Toward Individuals with Mild Intellectual Disabilities in the Saudi Arabia Workplace

Dr. Hamaed Almutairi

Qassim University, Saudi Arabia

Abstract

The purpose of this study was to examine the association between bullying in the workplace toward people with mild intellectual disabilities in Saudi Arabia and demographic factors (i.e., variables such as age, education levels, gender, years of work experience, and the employment positions of assistant supervisor, assistant manager, area manager, and co-worker). This study utilized the *Workplace Psychologically Violent Behaviors* tool, and multiple regression analysis. Results found a significant relation between high school and lower bullying levels among three dimensions: isolation, attack on professional status, and attack on personality. Also, the study found that 11 to 15 years of work experience was associated with high levels of bullying among three dimensions: isolation, attack on professional status, and attack on personality. The variable of age (18 to 43) was associated with a high level of bullying among three dimensions: isolation, attack on professional status, and direct negative behaviors in the workplace toward people with intellectual disabilities. In addition, findings showed that three employment positions (i.e., assistant manager, area manager, and co-workers) were related to bullying against workers with intellectual disabilities. These findings prompt the recommendation that human resources personnel pay attention to work policies on bullying prevention, and that every workplace hire specialists to assist companies in supporting workers with disabilities.

Keywords: bullying, employment, intellectual disabilities, workplace, Saudi Arabia