

## Workplace Bullying and Its Impact on Work Engagement among Public School Teachers in Kuwait

Reem Alajmi

*Kuwait University, Kuwait*

### Abstract

This study aimed to explore the level of workplace bullying among middle school principals in the State of Kuwait and its impact on teachers' work engagement, employing a correlational research design. A questionnaire was used as the primary data collection tool and was administered to a sample of 377 male and female teachers working in public middle schools across Kuwait. The findings revealed that participants' perceptions of workplace bullying were moderate across all domains. No statistically significant differences were found in the perceptions of workplace bullying or work engagement based on gender, years of service, or educational district. Additionally, the results showed that teachers perceived their level of work engagement to be high across all areas. Furthermore, workplace bullying dimensions accounted for 1.1% of the variance in work engagement, indicating that an increase in workplace bullying is associated with a decrease in teachers' work engagement. Based on these findings, the study recommends that school leaders plan regular meetings to raise awareness among teachers regarding their rights and responsibilities, promote a culture of respect and inclusivity, design supportive counselling and training programmes, and enforce strict anti-bullying policies to ensure a safe and engaging educational environment.

**Keywords:** bullying; occupational harassment; public education; teacher engagement; workplace aggression