



VIOLENCE AND AGGRESSION

IMPACTS OF VIOLENCE AND AGGRESSION

The impacts of violence and aggression on both workers and organisations is numerous. Some impacts to consider include:

ON WORKERS

Physical injuries: Workers may sustain various physical injuries, i.e., bruises, cuts, fractures, or more severe injuries resulting from physical assaults or attacks.

Emotional and psychological trauma: Experiencing violence or aggression can lead to significant emotional and psychological distress. Workers may develop symptoms of anxiety, depression, post-traumatic stress disorder (PTSD), and other mental health issues.

Stress, fear and reduced job satisfaction: The fear and stress caused by violence and aggression can negatively affect job satisfaction and overall well-being. Workers may feel unsafe, constantly on edge, and experience a decline in their morale and motivation.

Interpersonal conflicts: Violence and aggression can create a hostile work environment, leading to strained relationships, conflicts between co-workers, and decreased collaboration and teamwork.

Long-term health consequences: The physical and psychological impacts of violence and aggression can have long-term consequences on the health and well-being of workers. Chronic stress, anxiety disorders, and other mental health issues may persist even after the initial incidents.

ON ORGANISATIONS

Decreased employee morale and job satisfaction: Workplace violence and aggression create an atmosphere of fear, stress, and insecurity among employees. This can lead to decreased morale and job satisfaction, resulting in reduced productivity and engagement.

Increased absenteeism and turnover: Employees who experience or witness workplace violence may be more likely to take time off work or even leave the organization. High levels of absenteeism and turnover can disrupt work processes, increase recruitment and training costs, and affect overall organizational stability.

Negative impact on organisational culture: Incidents of workplace violence can damage the organisational culture by eroding trust, creating a hostile work environment, and fostering a sense of insecurity. This can negatively affect teamwork, collaboration, and employee relations.

Decline in productivity and efficiency: Workplace violence can disrupt work routines, impair concentration, and decrease overall productivity. Employees who feel unsafe or are dealing with the emotional aftermath of violence may struggle to focus on their work, leading to decreased efficiency.

Increase in workers compensation claims: Workplace violence can result in physical injuries and psychological trauma, leading to an increase in workers compensation claims and increased costs for the organisation.

Damage to reputation: Incidents of workplace violence can damage an organization's reputation, both



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internally and externally. Negative publicity, loss of trust from employees and stakeholders, and a tarnished employer brand can have long-lasting consequences.

Legal and financial implications: Organisations may face legal consequences, such as lawsuits and regulatory penalties, if they fail to adequately address workplace violence. These legal and financial implications can be costly and harm the organisation's financial stability.