

attributions for the causes of workplace bullying. She then did a thematic analysis of these interviews, finding that HR professionals believe that workplace bullying happens as a result of aggressive management styles, deficient communication skills, the organizational culture, contemporary issues, and personality clashes.

Questions for Consideration

1. Based on what you read in Chapter 1 and the additional information just provided, was Attribution Theory developed using an inductive or a deductive theory development process? Why?
2. Which research method(s) have been used to test the theory? Is this the best method? Why, or why not?
3. How has the choice of research methods influenced what we know about attributions? That is, what have the methods revealed, and what have they concealed?
4. Do you believe that Attribution Theory is social scientific or humanistic? Provide details from the information in Chapter 1 and this chapter to support your case.
5. In what ways has Attribution Theory changed or grown? Is this intension, extension, or both?

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