

Abstract

The current study seeks to examine the prevalence rate of workplace bullying in Hong Kong as well as the relations between employees' exposure to negative acts in the workplace, their self-labeling as a victim and burnout levels. Accordingly, 178 Chinese employees aged 20 or above in Hong Kong were recruited to complete a self-report online questionnaire, by which their exposure to negative acts in the workplace, self-labeling as a victim, retrospective childhood relational victimization experience, horizontal collectivism ideology and burnout levels were measured. Hierarchical regression analyses were carried out to test all the hypotheses. Results call for attention from researchers and practitioners to workplace bullying in Hong Kong with the considerable prevalence rate found in the present study. Self-labeling as a victim was found to be mediating the link between exposure to bullying and burnout. Horizontal collectivism was found to be a moderator between exposure to bullying and self-labeling but not for childhood relational victimization. Potential explanations of findings and their implications are discussed.