

# Verifying the psychometric properties of two instruments measuring workplace bullying among Romanian employees

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**Abstract.** Despite the fact that workplace bullying is increasingly being recognized as a serious problem in society today, at present, there is no Romanian instrument able to measure this phenomenon. This article investigates, on Romanian employees, the psychometric properties of two well-known instruments existing in workplace bullying literature: (1) Negative Acts Questionnaire Revised- NAQ-R (Einarsen, Hoel & Notelaers, 2009) and (2) Escala de Abuso Psicologico Aplicado en el Lugar de Trabajo-EAPAT (Escartin, Rodriguez-Carballeira, Gomez-Benito, & Zapf, 2010). These instruments were translated using the back-translation method and analyses such as: (1) Exploratory Factor Analyses-EFA; (2) Confirmatory Factor Analyses-CFA; (3) Cronbach's alpha coefficients and (4) correlations between the two scales were employed. EFA revealed three main factors for the Romanian version of NAQ-R and four main factors for the Romanian version of EAPAT. Cronbach's alpha coefficients were greater than .70 for both scales and CFA results showed a better fit for the Romanian model of NAQ-R. Also correlational analyses showed a good convergent validity between the two scales meaning that they have the same measurements of a psychological construct. The results of this article provide one instrument able to measure the perception of workplace bullying in Romanian workplace settings.

**Keywords:** workplace bullying scales, exploratory factor analyses, confirmatory factor analyses

## Introduction

People spend the most of their time at work, so that the way they behave in work settings is a major concern not only, for researchers but also, for human resources department and for the entire organization (Aleassa & Megdadi, 2014). Although some of organizational behaviours are desirable and functional to achieve organizational effectiveness, there is another set of behaviours that may be undesirable (Aleassa & Megdadi, 2014) such as the case of workplace bullying acts.

According to the International Labor Office (ILO), the World Health Organization (WHO), the International Council of Nurses (ICN) and the Public Services International (PSI) bullying 'is repeated and long-term

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offensive behaviours involving vindictive, cruel, or malicious attempts to humiliate or undermine an individual or groups of individuals. Furthermore, Einarsen, Hoel, Zapf, and Cooper (2003) define mobbing or bullying in the workplace as being those acts of ‘offending, socially excluding or negatively affecting someone’s work tasks’. It is an escalating process in the course of which the person confronted, ends up in an inferior position and becomes the target of systematic negative social acts’ (p.15).

Einarsen (1999) defined bullying as ‘all those repeated actions and practices that are directed to one or more workers, which are unwanted by the victims, which may be done deliberately or unconsciously, but clearly cause humiliation, offence, distress, and may interfere with job performance and/or cause an unpleasant working environment’ (p.2). Later, Chirila and Constantin (2013) stated that these negative consequences are resented not only at an individual level but also at an organizational level. On individual side it may cause mental and emotional harm, physical illness, and career damage for victims and on organizational level, it may reduce productivity, profit, increase absenteeism and attrition and loss of clients (Einarsen, Hoel, Zapf & Cooper, 2003; Aleassa & Megdadi, 2014)

Regarding the dimensions of workplace bullying, literature showed three main dimensions: person-related bullying (public humiliation, teasing, criticism, undermining person’s abilities to perform at work), work-related bullying (acts of sabotage, unachievable tasks, impossible deadlines, meaningless tasks or supplying unclear information, threat about personal security) and physical and psychological intimidation (verbal aggression, threats of personal safety, and physical intimidation).

Interest for workplace bullying in Romania has increased in the latest seven years. To date, there is a doctoral thesis, a bachelor degree and two European projects about workplace bullying in Romania but unfortunately none of these researches used an international instrument to measure workplace bullying. All the measures were done with local instruments so that any of these studies cannot be compared to other foreign studies. The present study wanted to exceed this limit. Having the approve of the authors, the both instruments were translated into Romanian language and were verified for their psychometric properties.

### **Workplace bullying prevalence rates across previous studies**

Empirical studies showed that workplace bullying is most related with workplaces characteristics and with activities sectors. Leymann (1996) showed that the most affected sectors were the health and educational ones and Einarsen and Skogstad (1996) showed that the prevalence of workplace bullying acts was greater in the private sector than in the public one. Later,

Hoel and Cooper (2000) and Salin (2003) showed, on the contrary, that rates of workplace bullying were greater in the public sector than in the private one. Furthermore, Mikkelsen and Einarsen (2001) showed that the production sector is more affected by workplace bullying acts than health sector.

In general, workplace bullying prevalence rates are between 2% and 30%. In the public sector, Einarsen and Skogstad (1996) obtained a prevalence rate of 8.2%. Furthermore, in health sector there were prevalence rates such as 22.6% (Thylefors, 1999) and 10.1% (Vartia, 2003), in prisons, there were obtained prevalence rates such as 26.5% (Niedl, 1996) and 20.1% (Vartia, 2003). Later, a Romanian study (Chirila, 2012) obtained a prevalence rate of 15% in service and education sectors.

#### *Workplace bullying measures*

To date there is no Romanian instrument developed or adapted in order to measure workplace bullying, therefore, the aim of the present article is to fulfil this gap.

So far, in workplace bullying literature an important number of workplace bullying measures were developed from which: Leymann's (1990) psychological terror inventory (LIPT 45), Einarsen and Raknes (1997) Negative Acts Questionnaire (NAQ), Fornes, Marlinez-Abascal, and Garcia (2008) instrument named Hostigamiento Psicologico en el Lugar de Trabajo (HPT), Escartin and colleagues' (2010) Escala de Abuso Psicologico en el Lugar de Trabajo (EAPAT), and Einarsen and colleagues (2009) Negative Acts Questionnaire Revised (NAQ-R) but none of these instruments was tested before on Romanian employees.

Leymann's mobbing Inventory (LIPT 45) was used in several studies in order to measure exposure to bullying acts. However, completing this questionnaire can be burdensome, because it contains at least 45 items (Takaki, Tsutumi, Fuji, Taniguchi, Hirokawa, Hibino, Lemer, Nashiwa, Wand DaHong & Ogino, 2010).

In Spain, there were other scales used to measure exposure to bullying in workplace settings. The so called Hostigamiento Psicologico en el Lugar de Trabajo (HPT, Fornes, Marlinez-Abascal, and Garcia, 2008) contains 44 items (although the final version contains only 35 items). They were used to assess exposure to bullying acts at the workplace on a five point-Likert scale. For this scale, the authors found five significant factors such as: (1) humiliation and personal derogation; (2) professional demands, (3) professional rejection and privacy invasion, (4) professional demotion and (5) professional isolation.

Moreover, in Spain another scale was developed in order to measure workplace bullying: Escala de Abuso Psicologico Aplicado en el Lugar de Trabajo (EAPAT, Escartin et al., 2010), CFA analyses revealed for this scale

four main factors: (1) control and manipulation of work context; (2) emotional abuse; (3) professional discredit and (4) role devaluation.

Currently, the workplace bullying literature provides two most widely used questionnaires which focus on measuring workplace bullying exposure: (1) Negative Acts Questionnaire (Einarsen & Raknes, 1997) and (2) Negative Acts Questionnaire Revised (Einarsen et al., 2009).

Based on several case studies and on literature reviews, Einarsen and Raknes (1997) developed the NAQ which consists of 22 items measuring exposure to specific negative acts, typical for the bullying phenomenon. These items refer both to direct and indirect behaviours but do not require the respondents to label themselves as victims of bullying. Also, this instrument has been administrated in several countries such as: Denmark (Mikkelsen & Einarsen, 2001, 2002, 2004), Norway (Einarsen & Raknes, 1997; Matthiesen & Einarsen, 2001, 2004), Belgium (Notelaers, Einarsen, DeWitte, & Vermunt, 2006) and Spain (Moreno, Rodriguez, Martinez, Galvez, 2007).

The NAQ-R is based on the previous NAQ (Einarsen & Raknes, 1991, 1997; Mikkelsen & Einarsen, 2001). Based on a series of cases studies, the original scale (NAQ) had 23 items and the revised form (NAQ-R) has only 22 items describing negative acts of a personal as well of a work-related nature.

At present, the NAQ-R (Einarsen et al., 2009) seems to have a fixed factorial structure since this version was verified in different European (Norway, Finland, Denmark, Spain) and non-European (Korea) countries but the authors suggests that further investigation is necessary regarding the NAQ-R questionnaire factorial structure.

In general, these instruments presents some weaknesses: (1) the instruments are just checklists of bullying behaviours; (2) they have too many items; (3) they were validated only with victims; (4) they were validated based on students' responses, (5) some of them were never tested with Confirmatory Factor Analyses (LIPT, Leymann, 1996) and any of these were never tested on a Romanian sample of employees.

## **The present study**

For the reasons mentioned above, the present research verifies the factorial structure and the psychometric properties of two scales used to measure exposure to bullying acts: (1) NAQ-R (Einarsen et al., 2009) and EAPAT (Escartin et al., 2010).

## **Method**

### ***Procedure and participants***

For this study, 220 Romanian employees responded to the questionnaires (58 men, 25.6% and 162 women, 73.2%), from whom 118 were employed in Romanian small firms and 112 were employed in Romanian institutions. A number of 66 participants had a high-school diploma, 91 had a bachelor's degree and 60 had a master's degree. The questionnaires were completed in three different formats: (1) online; (2) paper and pen, and (3) a word document containing the two questionnaires sent via e-mail. The study was presented as being one interested in examining interpersonal relationship dynamics in work contexts. Concepts such as emotional abuse, harassment, aggression, bullying and targeting were not mentioned anywhere in the consent.

### ***Measurements***

*Escala de Abuso Psicologico Aplicado en el lugar de Trabajo (EAPAT Escartin et al., 2010)*

This scale was translated using the back-method translation. Two experts (Ph.D. students) translated the scale from English to Romanian and another two experts (also Ph.D. students) translated the scale from Romanian to English. The last English version was compared to its initial form in order to establish if there were any important differences in the way the items were constructed. All four experts discussed and agreed on the final version of EAPA-T items from the perspective of its social desirability aspects.

Escartin et al. (2010) found four main factors for the EAPAT scale: (1) manipulation and control of work context (items 1, 5, 9); (2) emotional abuse (items 2, 6, 10); (3) professional discredit (items 3, 7, 11) and (4) role devaluation (items 4, 8, 12).

*Negative Acts Questionnaire Revised (NAQ-R, Einarsen et al., 2009)*

This questionnaire was discussed among the four experts (all Ph.D. students). Einarsen et al (2009) found three main factors for the scale: (1) work-related bullying (items 1, 3, 14, 16, 18, 19); (2) person-related bullying (items 21, 2, 4, 5, 6, 7, 10, 11, 12, 15) and (3) physical intimidation (items 8, 9, 22).

### ***Methodology***

For the factorial structure analyses such as: exploratory factor analysis and confirmatory factor analysis will be computed. To test the internal consistency for each instrument and for each subscales of the both instruments alpha Cronbach's coefficient will be employed and to verify if the two instruments measure the same psychological construct Pearson's correlation will be computed.

### ***Statistical design***

For this study was employed statistics such as the exploratory factor analyses, confirmatory factor analyses, alpha Cronbach's coefficients and Pearson correlations were employed. SPSS 17.00 and AMOS 18.00 were used to compute these analyses.

### **Results**

#### *Exploratory Factor Analyses (EFA)*

#### *Negative Acts Questionnaire Revised (NAQ-R, Einarsen et al., 2009)*

The EFA extraction procedure used was the Varimax method with 125 rotations. EFA results revealed a factorial structure formed from three factors (Determinant=.001; KMO=.862,  $p < .05$ ; Bartlett test=1802.625,  $p < .05$ , non-redundant standardized residuals=47%; total variance explained=51.75%). Cattell's criterium revealed three factors. All 22 items were distributed in three main factors (with eigenvalue  $> 1$  and with factors loading greater than .60)

EFA for Romanian version of NAQ-R revealed three main factors which were different in content for two subscales from the original versions. The subscales which most differed were person-related bullying and physical intimidation. Five items from work-related bullying have loaded the intimidation factor (items 2, 4, 5, 6, 7) and this is due, probably, by the form of items content.

The psychometric properties of two instruments measuring workplace bullying

Factor	Item	Wording of the items	Factor loading
Work-related bullying	1	Someone withholding important information	.460
	3	Being ordered to do work under your competence level.	.629
	14	Having your opinions ignored.	.583
	16	Being given tasks with unreasonable deadlines.	.525
	18	Excessive monitoring of your work.	.648
	19	Pressure not to claim something to which by right you are entitled (e.g. sick leave, entitlement, travel expenses).	.518
Person-related bullying	21	Being exposed to an unmanageable workload.	.679
	5	Spreading gossip and rumors about you.	.602
	8	Being around at or being the target of spontaneous anger.	.629
	10	Hints of signals from others that you should quit your job.	.583
	12	Being ignored or faced a hostile reaction when tried to approach.	.525
	15	Practical jokes carried out by people you don't get along with.	.648
	17	Having allegations made against you.	.518
Intimidation	20	Being the subject of excessive teasing and sarcasm.	.679
	2	Being humiliated or ridiculed in connection with your work.	.713
	4	Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks.	.495
	6	Being ignored or excluded.	.688
	7	Having insulting or offensive remarks about your person, attitude or your private life.	.745
	9	Intimidating behaviors such as finger-pointing, invasion of personal space, shoving, or blocking your way.	.833
	11	Repeated reminders of your errors or mistakes.	.668
	13	Persistent criticism addressed to your person.	.598
	22	Threats of violence or physical abuse or physical abuse.	.762

Table 1. Factors, the wording of the items and factor loadings

*Correlations among subscales*

Correlations among subscales revealed medium through large correlations among subscales which in general were smaller than the correlations obtained by Einarsen et al. (2009).

NAQ-R subscales	1	2	3
1. work-related bullying	1		
2. person-related bullying	.501**	1	
3. intimidation	.570**	.438**	1

Table 2. Correlations among NAQ-R's subscales; \*,  $p < .05$ ; \*\*,  $p < .01$

*Escala de Abuso Psicologico Aplicado en el lugar de Trabajo (EAPAT, Escartin et al., 2010)*. EFA revealed a factor solution formed from four factors (Determinant = .001; KMO = .928,  $p < .05$ ; Bartlett's Test = 1378.264,  $p < .05$ ; non-redundant standardized residuals = 43% < .50% and the total variance explained = 74.73%). Cattell's Criterion revealed four factors. All 12 items imputed in four factors from which three major factors (Eigenvalue > 1 and factor loadings > .60). These items and its loadings are presented in table 3. EFA for the Romanian version of EAPAT revealed three main factors: (1) control and manipulation of work context (items 3, 4, 5); (2) emotional abuse (items 7, 8, 10, 11); (3) professional discredit (items 1, 2, 6, 9) and a secondary factor: (4) role devaluation (item 12). These factor loadings differed from the ones obtained from Escartin et al. (2010). The content of Romanian version of EAPAT revealed other factors than the ones stated by Escartin and colleagues (2009). Thus the assumption that there are some cultural differences that may interfere with questionnaire's factor structure was assumed for both scales: (1) NAQ-R and (2) EAPAT.

Factor	Item	Wording of the items	Factor loading
Control & Manipulation of work context	3	My correct decisions and achievements have been treated with disdain.	.766
	4	My responsibilities have been restricted.	.758
	5	My correspondence, telephone calls or work assignments have been monitored or blocked.	.760
Emotional abuse	7	My professional standing has been attacked at every opportunity.	.560
	8	I have been assigned absurd or impossible tasks.	.688
	10	My beliefs or opinions have been attacked.	.728
	11	I have been constantly reminded of my mistakes.	.778
Professional discredit	1	I have been excluded from celebrations and social activities organized by my co-workers.	.713
	2	My loved ones and I have been threatened with harm.	.828
	6	I have received threatening and intimidating gestures to ensure that I comply with his /her requests.	.534
	9	The things (e.g. documents, materials) I needed to be able to work, have been damaged or altered.	.713
Role Devaluation	12	I have been assigned lower-tasks than I have been performing previously.	.941

Table 3. Factors, wording of items and factors loading

*Correlations among EAPA-T subscales*

Correlations among the Romanian version of EAPAT are medium through large and significant but smaller than those obtained by Escartin et al. (2010).

	1	2	3	4
1. Control & manipulation of work context	1			
2. emotional abuse	.727**	1		
3. professional discredit	.687**	.716**	1	
4. role devaluation	.306**	.375**	.340**	1

Table 4. Correlations among EAPAT subscales; \*, p<.05; \*\*, p<.01

*Correlations among the two questionnaires: Negative Acts Questionnaire-Revised (NAQ-R) and Escala de Abuso Psicologico Aplicado en el lugar de Trabajo (EAPAT)*

Excluding the correlation among person-related bullying and role devaluation ( $r=.079$ ), all the correlations between the subscales of the two instruments are medium through large and significant.

The overall correlation between EAPAT and NAQ-R is strong and significant ( $r=.788$ ,  $p<.01$ ) meaning that despite the difference in factor structure of both scales from their original ones, the two instruments measure the same psychological construct.

Scales and subscales	NAQ-R	work-related	person-related	intimidation
I. EAPAT	.672**	.559**	.374**	.651**
I.1.Control & manipulation of work context	.802*	.652**	.426**	.806**
I.2.Emotional abuse	.626**	.441**	.317**	.712**
I.3.Professional discredit	.712**	.776**	.456**	.345**
I.4.Role devaluation	.679**	.450**	.567**	.560**

Table 5. Correlations among the subscales of the instrument NAQ-R and EAPAT; \*\*,  $p<.01$

*Cronbach's alpha coefficients for both scales*

Cronbach's alpha coefficients are high not only for the entire scales but also for the subscales of each scale meaning that both scales (i.e. NAQ-R and EAPAT) present good internal consistency.

Scales & Subscales	Cronbach's alpha coefficients
EAPAT	.918
Manipulation & control of work context	.830
emotional abuse	.848
professional discredit	.832
role devaluation	.941
NAQ-R	.895
Work-related bullying	.757
Person-related bullying	.761
Intimidation	.880

Table 6. Alpha Cronbach coefficient for NAQ-R and EAPAT

*Confirmatory Factor Analyses (CFA) for the Romanian versions of NAQ-R and EAPAT*

As can it be observed, neither absolute indicators ( $\chi^2(df)$ , RMSEA 90% CI), nor the relative indicators (NFI, IFI, CFI, PCFI) best fit the data but the first model appears to have grater absolute and relative indicators compared to the second model (Einarsen et al., 2009) meaning that the model proposed by the exploratory factor analyses better fits the data than Einarsen et al., (2009) the proposed model.

The CFA reinforced the EFA results which sustained Einarsen et al. (2009) the assumption that NAQ-R factor structure will differ in different cultures.

Models tested	$\chi^2$	df	P	RMSEA	90% CI	NFI	IFI	CFI	PCFI
Romanian NAQ-R model	78,019	209	.001	.113	[.105; .122]	.598	.668	.588	.545
Einarsen (2009) model	1025.3	209	.001	.134	[.125; .124]	.483	.540	.528	.430

Table 7. Negative Acts Questionnaire Revised (NAQ-R)

For EAPAT questionnaire, neither absolute indicators ( $\chi^2$ (df), RMSEA 90% CI), nor the relative ones (NFI, IFI, CFI, PCFI) fit the data but it appears that the model proposed by EFA (phase 1b) has the best indicators. It seems that the Romanian EAPAT model as revealed by EFA phase (1b) fits best the data.

Models tested	$\chi^2$	df	p	RMSEA	90% CI	NFI	IFI	CFI	PCFI
Romanian model	820.20	209	.001	.123	[.117; .133]	.502	.663	.615	.490
Escartin (2010) model	879.75	209	.001	.245	[.231; .260]	.395	.413	.406	.322

Table 8. EAPAT Questionnaire (Escartin et al., 2010)

*Comparing the two Romanian models for NAQ-R and EAPAT*

Comparing the two models proposed by the EFA phase (1.1. and 1.2.) it can be observed that the first model (Romanian NAQ-R model) best fits the data rather than the second model (i.e. Romanian version of EAPAT model).

Models tested	$\chi^2$	df	p	RMSEA	90% CI	NFI	IFI	CFI	PCFI
Romanian NAQ-R	78,019	209	.001	.113	[.105; .122]	.598	.668	.588	.545
Romanian EAPAT	820.20	209	.001	.123	[.117; .133]	.502	.663	.615	.490

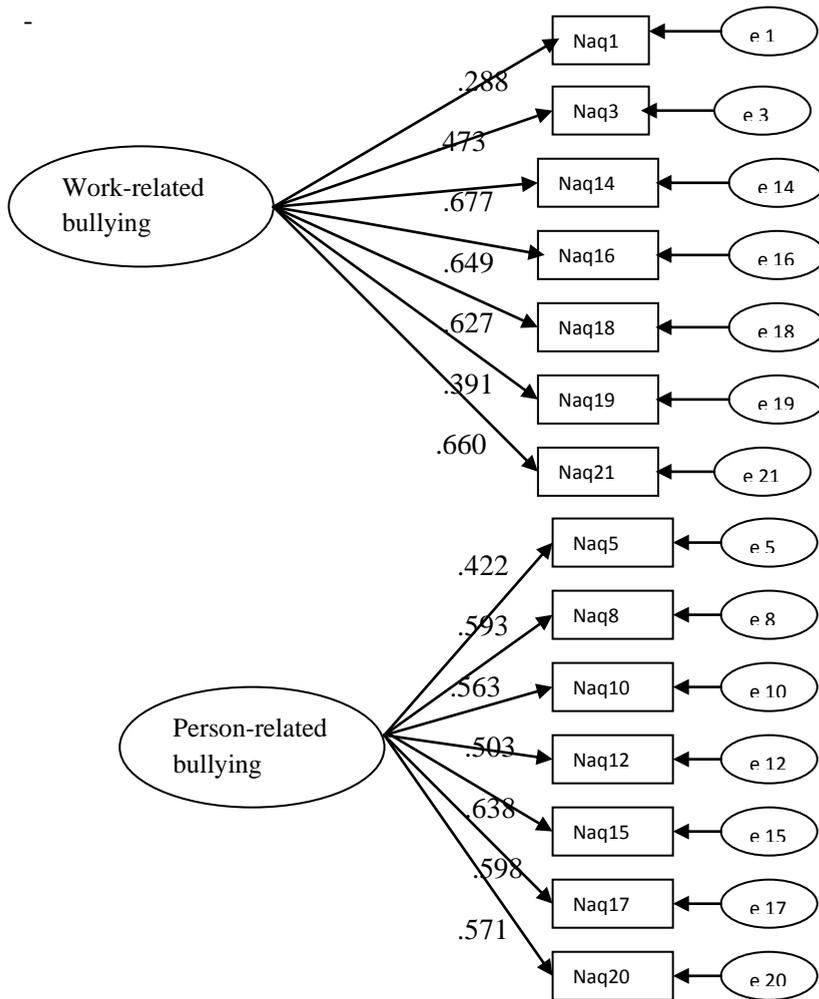
Table 9. Comparing the two Romanian models for NAQ-R and EAPAT

*The content of the three dimensions of Negative Acts Questionnaire Revised*

As can be observed in the figure 1, the work-related dimension includes a number of seven items (i.e. naq1- Someone withholding information which affects your performance, naq3- Being ordered to do work below your level of competence, naq14- Having your opinions and views ignored, naq16- Being given tasks with unreasonable or impossible targets or deadlines, naq18- Excessive monitoring of your work, Pressure not to claim something which by right you are entitled to: sick leave, holiday entitlement, travel expenses, naq21- Being exposed to an unmanageable workload).

The second dimension named person-related bullying is formed from seven items (i.e. naq5 Spreading of gossip and rumours about you. Naq8- Being shouted at or being the target of spontaneous anger. Naq10- Hints or signals from others that you should quit your job. Naq12- Being ignored or facing a hostile reaction when you approach. Naq15- Practical jokes carried out by people you don't get on with. Naq17- Having allegations made against you. Naq20- Being the subject of excessive teasing and sarcasm.)

The third dimension is formed from eight items (i.e. Naq2- Being humiliated or ridiculed in connection with your work. Naq4- Having key areas of responsibility removed or replaced with more trivial or unpleasant tasks. Naq6- Being ignored, excluded or being 'sent to Coventry'. Naq7- Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life. Naq9- Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way. Naq11- Repeated reminders of your errors or mistakes. Naq13- Persistent criticism of your work and effort. Naq22. Threats of violence or physical abuse or actual abuse



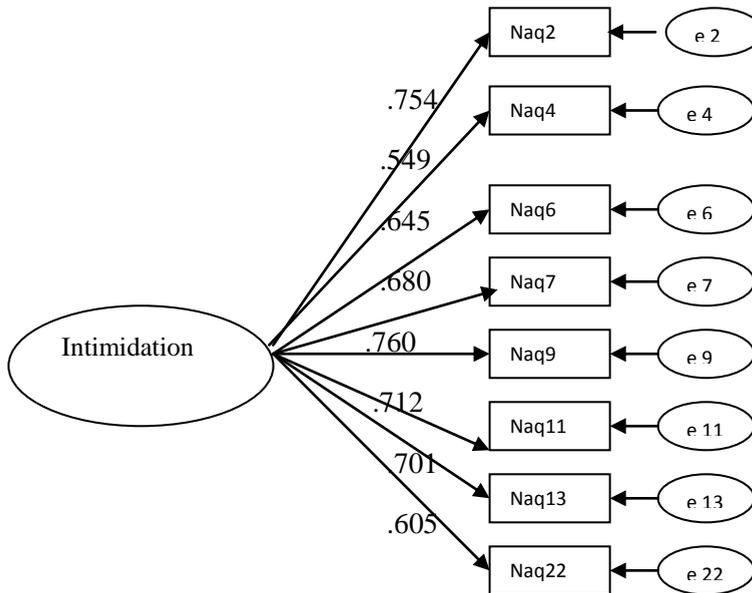


Figure 1. SEM diagram of the standardized estimates of the final model

## Discussion

Starting from Einarsen et al.'s (2009) suggestions about the need of testing the psychometric properties of the scales in order to verify if there are some cultural differences in the way workplace bullying is understood which could distort the results, the present research tested the factorial structure of the NAQ-R and of the EAPAT questionnaires. Einarsen et al. (2009) assumption over the possible differences on psychometric properties of the scale was confirmed through the present study. Factorial structure differed from the one established by the authors on a British sample. There are, indeed, some cultural differences which influenced the factorial structure of the two instruments. For example, for intimidation factor, Romanian factorial structure showed to have more items comparing to the original scale which revealed only three items. These differences could be also due to the back-method translation procedure. The factorial structure is highly influenced by the similarity in words existing in the items so that the case of intimidation dimension can be explained by the similarities existing in items construction and not by some cultural differences. After the exploratory phase of the study, confirmatory analysis was applied. At this level were compared four

models: (1) Romanian model of NAQ-R as it was revealed by the exploratory phase with Einarsen et al. (2009) model, tested on Romanian sample; (2) Romanian model of EAPA-T as it was revealed after exploratory phase with Escartin et al. (2010) model, tested on Romanian sample; (3) Romanian version of NAQ-R compared with Romanian version of EAPA-T. From all of these models, the best one was the Romanian version of NAQ-R. Regarding the exploratory factor analyses, the Romanian model of EAPA-T differed from the model suggested by Escartin et al. (2010). Exploratory factor analysis revealed four factors for EAPA-T but the content of the four factors differed totally from the content of the four factor assumed by Escartin et al. (2010). None of the four factors assumed by the authors corresponded to the four factors revealed by the present study. The Romanian model of NAQ-R differed from the model suggested by Einarsen et al. (2009) in that six items belonging to *person-related bullying* transferred to *physical and psychological intimidation* dimension. All the other dimensions remained the same. The correlational analysis, showed that the correlation between the two scales has a high value of .784 revealing the fact that the two scales assess the same psychological construct. The good convergent validity was revealed at a more refined level, at the level of each subscale for both instruments.

In conclusion, Einarsen et al. (2009) assumption was sustained by the present study. Some differences appeared in the factorial solution of the both scales. EAPA-T questionnaire suffered the most at the level of factors content. This aspect lays, primarily, on the social and psychological characteristics of the sample. The sample of the present study was randomized comparing to the Spanish study where the respondents were selected according to a strict criteria- all the respondents were under psychological therapy after being exposed to bullying behaviors. Despite these differences, reliability was assessed for both scales. The results showed good internal consistency for both instruments, not only, for the total instruments but also for each of its subscale. The two instruments proved to have a good reliability. Furthermore, the high correlation between the two scales, revealed the fact that these instruments measure the same psychological construct.

A third phase was to calculate Cronbach's *alpha* coefficients for the whole scales and for the subscales of each of the two questionnaires which showed values greater than .70 meaning that both scales have good internal consistencies. Furthermore, the NAQ-R questionnaire has a good internal consistency not only for the whole scale but also for each of its three scales. Internal consistency, alpha Cronbach coefficients revealed a

good internal consistency for the both scales.

In order to test the confirmatory factor analyses, four model were taken into consideration: (1) Romanian version of NAQ-R as it was revealed by exploratory phase compared to Einarsen et al. (2009) model; (2) Romanian version of EAPA-T as it was revealed by exploratory phased compared to Escartin et al. (2010) model. Verifying the psychometric properties for both scales, the present article showed a little difference of structural factorial solution for Romanian NAQ-R from its original form meaning that the instruments is stable across different countries including Romania. This article provides a good instrument to measure workplace bullying.

#### *Limits and future research*

A first limit refers to the fact that the questionnaire were completed by person who worked for at least six month. This was the single criteria to separate the participants in the study to the non-participants. These versions of the questionnaires should be tested on specific samples: people recruited from anti-bullying associations. This aspect would increase the validity and low social desirability of their answers at the questionnaires. A second limits refers to the back-method translation accuracy. Some differences in meaning could be due to the possible changes in meaning of the items. A third limit refers to the absence of other variables which could bring more information regarding the divergent validity. Measures of organizational or personal variables could bring more information in assessing psychometric properties of the scales. As a future research line we intend to measure also variable such as: organizational climate, inter-professional conflicts, changes in work design and personality traits in order to assess divergent validity of the two scales.

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