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# Who is to blame?

DAMINI SAINI<sup>1</sup>

<sup>1</sup> *Human Resource Management and Organizational Behavior Area, Indian Institute of Management Raipur, India*

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## Synopsis

The case concerns the dilemma of Maya, a bright young academician who started working in a government university. After not getting the yearly Appraisal mentioned in the offer letter, her colleagues planned to file a lawsuit against the University. Also, they pressured Maya to be with them in this action. However, Maya was unsure of it, creating a rift among them. The case highlights the linkages between the organizational politics and groups resulting in symbolic violence towards an individual. The case encourages students to understand the importance of complexity pervaded by various forces inside the organization. It also shows how organizational interests are imposed in multiple forms, and individuals become victims.

**Keywords:** Workplace bullying, consequence of workplace bullying, decision-making in a complex environment

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