

Poster

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Poster 19

[P-19-01] Differential Impacts of Workplace Bullying on Depression, Anxiety, and Stress by Gender Among Korean Employees

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Background: Workplace bullying is increasingly recognized as a serious mental health risk in South Korea. While gender differences in mental health are well established, it remains unclear how the psychological impact of bullying varies by gender. This study examined gender-specific associations between workplace bullying and levels of depression, anxiety, and occupational stress among Korean employees. **Methods:** A total of 12,361 employees (7,981 men and 4,363 women) from 18 companies and public organizations completed self-report surveys. Depression, anxiety, and occupational stress were assessed using the CES-D, CUXOS, and KOSS, respectively. Bullying experience was assessed dichotomously (yes/no). Two-way ANOVA and general linear models were used, adjusting for age, work duration, weekly hours, marital status, education, and income. **Results:** Workplace bullying was significantly associated with higher depression, anxiety, and stress scores (all $p < .001$). Employees exposed to bullying reported markedly elevated symptom levels compared to those unexposed. Gender-stratified analyses showed that women had higher baseline symptom scores than men, and bullying exacerbated depression and stress more severely among women. Interaction effects between gender and bullying were significant for depression ($p = .010$) and stress ($p < .001$), but not anxiety ($p = .163$). Additional risk factors included long working hours, low income, and lower educational attainment.

Conclusions: Workplace bullying is a significant contributor to poor mental health among Korean workers, with more pronounced effects on depression and occupational stress in women. These findings support the need for gender-sensitive interventions and workplace policies that reduce bullying and address broader socioeconomic stressors to improve employee mental health.