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Subtle Aggression: Repercussions Of Symbolic Violence In The Dynamics Of Contemporary Work Environments

ABSTRACT

This bibliographic documentary study explores the repercussions of symbolic violence in the dynamics of contemporary work environments, with the aim of understanding its manifestations, impact and possible strategies for its mitigation. The research is based on Pierre Bourdieu's theory of symbolic violence, complemented by contributions from authors such as Amartya Sen, Goleman and Schein. The methodology consisted of a systematic review of relevant academic literature, analyzing theoretical, empirical and documentary sources that address the dynamics of power, exclusion and subordination naturalized in work contexts. This approach allowed us to identify recurring patterns and critically reflect on the phenomenon from multiple perspectives. The results showed that symbolic violence, although subtle and invisible, has a multidimensional impact. It negatively affects psychological well-being, generates toxic organizational climates, limits professional development and perpetuates systemic inequalities, disproportionately affecting women, minorities and subordinate employees. In the discussion, it is emphasized that the naturalization of these dynamics demands a profound cultural change within organizations. Proposals such as awareness raising, the development of inclusive policies, and the implementation of specific tools to evaluate and prevent symbolic violence are highlighted. The conclusions highlight the importance of addressing this phenomenon as an ethical and organizational challenge. Denaturalizing symbolic violence and promoting equity and inclusion can significantly improve workplace well-being and productivity, contributing to sustainable human and organizational development.

Descriptors: Subtle, Aggression, Repercussions, Violence, Symbolic, Dynamic, Environments, Workplace, Contemporary

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