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**Can exposure to indicators of cyber incivility / cyberbullying tell us anything about employee well-being?**

Big data analytics are used currently used to obtain predictive information from previously unusable data sets. This paper explores the possibility of using big data to identify indicators of work-related cyber abuse, such as exclusion or being ignored. Although there are some potential indicators that may highlight whether an individual has been subjected to abuse, these indicators cannot tell us whether offense has been perceived by the individual. The merits of using big data to determine whether an individual has perceived offense over time are therefore discussed. For instance, do the coping strategies that individuals utilise when subjected to bullying show up in big data sets? The paper concludes with a consideration of monitoring individuals and whether big data can highlight 'toxic' work environments.