I. **Author:** Katarína Čellárová  
**Title:** What causes bullying?

II. **Goal of the thesis**

According to the author, „the main goal of this thesis is to examine the influence of fear of retaliation and social identity on the decisions of bystanders.“ (p. 13) This goal has been fulfilled.

III. **A short summary of the method used**

The author presents an experimental design that is based on a detailed literature review. The laboratory experiment is designed to mimic the important features of bullying. It consists of a repeated game played in groups of three players in a partner matching, with the role of the potential bully assigned to one player, and the roles of the victim and the bystander depending on the choice of the bully. There are two treatments organized in a 2 x 2 design: 1) At the beginning of the session, social identities are created and assigned to create either homogeneous or diverse groups, and 2) the experiment is run either for a given or for an uncertain number of periods. The author finds that while bystanders are less likely to intervene against bullying if the victim has a different identity, they do not intervene less in the last rounds of the finitely repeated game, where the fear of retaliation from the side of the bully does not play any role.

IV. **Evaluation of the method**

The author correctly used the experimental method to study the reasons why bystanders do not intervene against bullying. The experiment is clearly described in the thesis and the data are correctly analyzed. I do not have any major comments to the methodology used.

V. **Contribution of the thesis**

As far as I know, the thesis contains the first laboratory experiment that studies motivations of bystanders in a context resembling classroom or workplace bullying. Contrary to the literature, the experiment is able to test causal relationships between the motives and behavior of bystanders. The main concern in these types of studies is external validity of the results. The author uses questionnaire data to document that the experiment was successful at creating environment with some features resembling bullying. Still the findings need to be interpreted with caution.

VI. **Formal requirements**

I do not find any major problems connected to formal requirements. The fact that the thesis is written in English is a big plus, even though it contains occasional errors and the writing style in the thesis is not impeccable.
VII. Conclusion

The thesis “What causes bullying?” applied correctly the experimental method, has a clear contribution, and satisfies the formal requirements. I am not aware of plagiarism. The author addressed a difficult topic in an interesting way. We already presented results of the study at a workshop “Cooperation for Exploitation” held at the WU in Vienna and received mostly positive reactions. For these reason I recommend the grade A.

Ing. Ondrej Krčál, Ph.D.

In Brno, 24 May 2018