

PUBLIC OPINION ON EFFECT OF HARASSMENT IN WORKPLACE

¹PADMESH R, ²DR. SREEYA B

ABSTRACT--*There are some anti-harassment policies for the companies and the HR needs to implement some policies to reduce those bullying and harassment. Harassment and bullying can cause many problems like stress, reduction in productivity, low morale, negative publicity and it would also affect the reputation of both the parties. There is no action taken against a company which has 169 sexual harassment complaint in New Delhi and a boy from Noida was barred from the company for the sexual harassment. The objective of this paper is to find an association between the workplace anti harassment and marital status. 1170 samples are collected and considered as the sample size. Dependent variables are Workplace Anti-harassment, Action towards Harassment, Effects of Harassment in the workplace. Independent sample t test, chi square and ANOVA are the research tools used in this research. The findings of the research is that age does not influence the effects of harassment in the workplace.*

Key words--*Harassment, Workplace, Independent, Dependent, Bullying, Productivity.*

I. INTRODUCTION

We all know that in every sector, employees are facing some sort of harassment it may be physically or even psychologically. There are some anti harassment policies for the companies and the HR needs to implement some policies to reduce those bullying and harassment. Harassment and bullying can cause many problems like stress, reduction in productivity, low morale, negative publicity and it would also affect the reputation of both the parties. There is no action taken against a company which has 169 sexual harassment complaint in New Delhi and a boy from Noida was barred from the company for the sexual harassment. Adikavi Nannayya University probes sexual harassment case on assistant professor for sexual abuse and harassment in Andhra Pradesh on Oct 17, 2019 and that was the forth incident happened in Godavari districts for past four months. This harassment also decreases the self confidence level of the person who is being harassed. So, the government and the Managers of the organisation must look after this harassment so that they could reduce the bullying and which helps the organisation to develop among the society.

¹BBA LLB(HONS), SAVEETHA SCHOOL OF LAW, SAVEETHA INSTITUTE OF MEDICAL AND TECHNICAL SCIENCES (SIMATS), CHENNAI - 77

²ASSOCIATE PROFESSOR, DEPARTMENT OF MANGEMENT STUDIES, SAVEETHA SCHOOL OF LAW, SAVEETHA INSTITUTE OF MEDICAL AND TECHNICAL SCIENCES (SIMATS), CHENNAI – 77,
sreeyab.ssl@saveetha.com, CONTACT: 9962250236

II. OBJECTIVES

- To analyse about the harassment in workplace
- To find an association between the workplace anti harassment and marital status.
- To analyse the persons stood up for someone who is harassed and age of the respondents.
- To examine the level of agreeability towards major reasons for harassment in the workplace among the occupational groups.

III. LITERATURE REVIEW

Haq.M. R., Zia-ud-Din.M (2018) found that why the bullying takes place and how it could be resolved and to have a look at how the bullying is related to employees, recognized a significant positive correlation between workplace bullying and employee cynicism. Executed empirically and The statistics comprised 150 employees working in the textile area of Pakistan survey-based totally questionnaire are distributed many of the employees working inside the textile area of Faisalabad. Asha P Shetty, BV Nithyashree (2017) explores the policies which could reduce bullying at the working environment and he had given the most appropriate strategies for many organisations which will help the organisation to produce a healthy environment . 210 responses was collected from the employees and he had concluded that workplace bullying needs an immediate treatment. Stephen Allison (2017) concluded that people who are in very top level categories can increase risks of depression risk in the work environment. Organisations must conduct anti harassment programs which can reduce bullying among their staff. Nielsen, Morten Birkeland (2017) studied whether the bullying which causes disability retirement and how it could contribute to the disability retirement and data was collected from 14501 employees of Norwegian. He concluded that bullying causes a risk for the disability retirement, and concludes how the bullying could be reduced. Devi Akella (2016) contributed by determining historical and political contexts of society to conceptualize it as a control tool to sustain the capitalist exploitative regime with empirical support from an ethnographic case study within the health care sector. William A. Pitney (2016) verified the bullying takes place in schools and among athletes and how the athletic trainers engaged with those type of activities and he had collected the responses among the school students and the athletes and used quantitative method, mixed methods design to complete his study.

IV. METHODOLOGY

Descriptive method and convenient sampling method is used for the study. Samples are collected based on the ease of availability of respondents. 1170 samples are collected and considered as the sample size. Dependent variables are Workplace Anti-harassment, Action towards Harassment , Effects of Harassment in the workplace. Independent sample t test, chi square and ANOVA are the research tools used in this research.

V. ANALYSIS AND DISCUSSION

Hypothesis 1: Opinion on workplace anti-harassment differs based on marital status of the respondent

Table 1: Workplace Anti-harassment and Marital Status

Gender	N	Mean	Std. Deviation	Std. Error Mean
Married	493	1.35	.478	.022
Unmarried	677	1.43	.495	.019

Table 2: Independent Samples Test - Workplace Anti-harassment and Marital Status

	t	df	Sig. (2-tailed)
Independent Sample t test	2.580	1168	.010

Independent Sample t test shows that there is difference between the opinion on workplace anti-harassment on organization and marital status. It is found that opinion on workplace anti-harassment differs based on marital status of the respondent

Hypothesis 2: Opinion on persons who stood up for someone who is harassed has a bearing on age of the respondents

Table 3: Cross Tabulation – Action towards Harassment and Age

Age	Action towards Harassment			Total
	I stood up	I used to think but I didn't take any action	I never witnessed harassment	
Less than 30 years	96	212	91	399
	24.1%	53.1%	22.8%	100.0%
31-40 years	63	232	99	394
	16.0%	58.9%	25.1%	100.0%
41-50 years	31	145	66	242
	12.8%	59.9%	27.3%	100.0%
Above 50 years	14	70	51	135

	10.4%	51.9%	37.8%	100.0%
Total	204	659	307	1170
	17.4%	56.3%	26.2%	100.0%

Table 4: Chi-Square Tests - Action towards Harassment and Age

	Value	df	Sig. (2-sided)
Pearson Chi-Square	51.675	4	.000

Chi-Square test shows that there is significant association between the persons who stood up for someone who is harassed and age of the respondents. It is found that opinion on persons who stood up for someone who is harassed has a bearing on age of the respondents

Hypothesis 3: Level of agreeability towards major reasons for harassment in the workplace among the occupational group.

Table 5: ANOVA – Effects of Harassment in the workplace and Occupation

		Sum of Squares	df	Mean Square	F	Sig.
Reduction in the productivity	Between Groups	17.532	2	8.766	6.900	.001
	Within Groups	1482.691	1167	1.271		
	Total	1500.223	1169			
Low Morale	Between Groups	1.317	2	.659	.837	.433
	Within Groups	918.615	1167	.787		
	Total	919.932	1169			
Stress	Between Groups	8.338	2	4.169	3.958	.019
	Within Groups	1229.277	1167	1.053		
	Total	1237.615	1169			
Negative publicity	Between Groups	10.153	2	5.077	3.997	.019
	Within Groups	1482.159	1167	1.270		

	Total	1492.312	1169			
--	-------	----------	------	--	--	--

Since the p value is less than 0.05, there is significant difference in the mean scores of level of agreeability towards major reasons for harassment in the workplace except the reason low morale among the occupational group

VI. CONCLUSION

Harassment is the major cause which will affect the culture of our society, even our ethical values and HR and the Managers must be careful in taking action who is being involved in such harassment which leads the company into a big deal. Civil and criminal action must be taken against the person who is being engaged with harassing the other colleagues. Even action can also be taken against the organisation which didn't take action against the individuals. This type of harassment leads the major loss due to lack of cooperation of the employees, this will damage the reputation of the people among others. Many women are being harassed due to such actions than men and they are affected due to bullying like many family issues, livelihood, mainly it affects the health of the women and this sort of sexual harassment leads to rape which affects both the person's life. This should be stopped at least in the next generation and they must live a peaceful life.

REFERENCES

1. Keith Patten, 2018, Workplace Bullying and Moral Urgency Industrial Law Journal, doi : 10.1093, Volume 47, Issue 2, Pages: 169–191.
2. HeungsikParkBritaBjorkelo, 12 June 2018, External Whistleblowers' Experiences of Workplace Bullying by Superiors and Colleagues, journal of business ethics, doi : 10.1007, Vol 159, Issue 755, Pages: 1–11
3. Haq, M. R., Zia-ud-Din, M., & Rajvi, S. (2018). The Impact of Workplace Bullying on Employee Cynicism with Mediating Role of Psychological Contract. International Journal of Academic Research in Business and Social Sciences, doi : 10.6007, volume 8 , issue 8, page: 127–137
4. Whitney Van den Brande, Colleen Bernstein, 2017, Exposure to Workplace Bullying: The Role of Coping Strategies in Dealing with Work Stressors , Bio medical research, doi : 10.1155 , Vol. 2, pages: 1–24.
5. Stephen Allison , 2017, Bullying and depression at work: prevention starts at the very top, The Lancet Journal , doi: 10.1016, Volume 4, Issue 2, Page- 96
6. Nielsen, Morten Birkeland PhD; Emberland, Jan Shahid MSc; Knardahl, Stein PhD, 2017 , Workplace Bullying as a Predictor of Disability Retirement, Journal of Occupational and Environmental Medicine: - doi : 10.1097, Volume 59 - Issue 7 - Pages 609–614
7. Asha P Shetty, BV Nithyashree, 2017, Workplace harassment among employees: An explorative study, journal of Yenepoya, doi: 10.4103, Vol:5, Issue: 2, Page : 187-190
8. Devi Akella , 2016 , Workplace Bullying: Not a Manager's Right?, sage journal, doi : 10.1177, Volume: 6, issue: 1
9. William A. Pitney, Celest Weuve, 2016, Experiences With and Perceptions of Workplace Bullying Among

Athletic Trainers in the Secondary School Setting, Journal of athletic training ,doi : 10.4085, Volume 51, Issue 9, Pages: 709-716

10. Peggy Ann Berry, 2016, Psychological Distress and Workplace Bullying Among Registered Nurses, doi: 10.3912, Vol : 21, Issue : 3
11. Faiyaz Ahmed, Mueen Ahmed KK, Md. Zainul Abedin, Alias A. Karim. "Traditional Uses and Pharmacological Potential of *Ficus exasperata* Vahl." Systematic Reviews in Pharmacy 3.1 (2012), 15-23. Print. doi:10.4103/0975-8453.107131
12. Priyadharshini, M., & Amsaveni, R. (2015). Case Based Automatic Text Classification Using Semantic Relationship. International Journal of Advances in Engineering and Emerging Technology, 7(9), 586-596.
13. Sivakumar, R., & Dr. Duraisamy, S. (2015). Designing a Novel Framework of Load Balancing Cluster with Target Coverage Problem and Trust Evaluation for Military Wireless Sensor Networks. International Journal of Advances in Engineering and Emerging Technology, 7(9), 597-614.
14. Kamath, K., Divya, N., Rao, A.U. A study on static and dynamic behavior of outrigger structural system for tall buildings (2012) Bonfring Int. J. Ind. Eng. Manag. Sci., 2 (4), pp. 15-20.
15. Deepak, U. Optimization of milling operation using genetic and pso algorithm (2011) Bonfring International Journal of Software Engineering and Soft Computing, 1, pp. 8-14.