

Workplace Bullying and Work-Related Stress Among Pakistani Working Women: A Comparative Study

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Abstract

This study was designed to examine bullying and workplace related stress among Pakistani working women. The life of working women reported to be tough more due to uncertain conditions of workplace. For the present research, a quantitative(n=300) study design was opted. Two of well-structured instruments, workplace bullying scale and workplace stress scale were administered. The study findings shows that bullying has positively correlation with stress at any workplace. The results of regression analysis also indicated that workplace bullying predicted workplace stress among women. Additionally, data revealed that widows experienced greater bullying at work than married, single, and divorced people. The study suggested that psychologists assist women employees in managing life disruptions in the future.

Keywords: Workplace Bullying, Stress, Women, Pakistan.

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1. Introduction:

Now a days are living in a world where stressful working conditions and professional attitude of people play very significant role in mental health of workers (Anjum et al, 2019). Majority of people around the world have reported having encountered workplace bullying or bullying behaviors of subordinates especially reported by the women (Iftikhar et al,2020). This comparative study explores how workplace bullying and stress significantly affect the physical and psychological health of women worker.

Stress is a mental or physical condition of tension and can be triggered by any occurrence that makes a person angry or nervous (Xu et al, 2018). People who are stressed are less likely to eat appropriately, engage in physical activity, get enough sleep reported in women more than male (Hameed, 2022). When compared to women with low stress levels, those with high stress levels

have high motivation, creativity and more helpful in production (Pandey et al, 2017). Workplace bullying is the purposeful violation of an individual space of dignity, rights, and integrity (Anjum et al, 2019). Workplace bullying is characterized as annoying, insulting, socially isolating, and/or negatively affecting someone's professional obligations (Anjum et al., 2019). Workplace bullying may take many different forms. Serial bullying is the form where the basis of all instability can be traced back to one person, who takes on one employee and makes him or her suffer, before moving on to the next one (Laeque et al, 2018). Subjective bullying happens when two people are actively pushed to fight. A typical triangulation in which violence is passed around (Iqbal, 2022). Regulation bullying happens when a serial bully forces their target to obey rules, regulations, processes, or laws irrespective of whether they are appropriate, applicable, or required (Suggala, Thomas & Kureshi, 2020). Many researchers presented the role of workplace bullying and stress related components that effect the workers especially women (Azmat et al, 2023). Studies revealed that the majority of workers who were bullied suffered both stress and discomfort in life in general, which resulted in poor functioning, difficulties coping with relationship and bonding with family and being able to enjoy leisure activities (Naveed et al, 2019).

The current study explores the impact of workplace stress and bullying effect on working women. Regardless of their marital status, working women experience increased stress and negative health outcomes due to uncomfortable working conditions. Given the variety of their jobs, working women most likely feel marginalized. requirements of her job and promotion related tasks as well. The main objectives of the study are to determine level of stress and bullying in job-oriented women in various fields like teaching, hosting, management etc. Furthermore, study also aims to measure psychological and physical health of women working in bullying work conditions.

2. Participants and Methods:

A correlational research design was used to collect data to make inferences about condition of women staff working in different workplace. The purpose of this study is to explore effects of workplace stress and bullying in job-oriented women. The sample population was based on the women working regularly and respondents are taken overall from different Gujrat public and private institutions (University, hospitals, bank and factories). By using purposive sampling technique 300 working ladies were contracted, including (150) from university of Gujrat, (100) from medical staff and (50) women doing their private jobs. In order to collect data workplace bullying scale (Anjum et al. 2019) was used. The respondents were asked to rate the 21 items of

(WPBS) on the Likert scale (1 being never, 2 being rarely, 3 being monthly, 4 being weekly, and 5 being daily). The workplace stress scale (The American Institute of Stress, Yonkers, NY, and The Marlin Company, North Haven, CT: Copyright 2017) was used as second assessment tool. This scale includes 8 items with five-point scale from 1 (never) to 5 (always), indicating its frequency and intensity of stress at workplace.

Before the questionnaires were given out, the participants' verbal consent was obtained to confirm their willingness to be involved in the study. Correlation and regression analysis were calculated for descriptive analysis.

3. Results:

Results revealed that workplace bullying has significant positive correlation with workplace stress among working women ($r=.22, p<.01$). Table 2 shows that the effect of workplace bullying on workplace stress among working women. The R^2 value of .05 indicated that the predictor variable explained .05% variance in the outcome variable with $F(1,298) = 15.82, p<.001$. It shows that workplace bullying predicted workplace stress ($\beta=.22, p<.001$). Results also revealed that mean, standard deviation and F value for workplace bullying on the basis of marital status of participants. The findings revealed significant mean differences on the basis of marital status in workplace bullying $F(3,296) = 4.04, p<.01$. The results showed that widow had higher level of workplace bullying than married, unmarried and divorced. The value of η^2 was .03 ($<.20$) which showed small size effect (Table.3).

Table 1

Correlations for study variables

Variables	1	2
1. Workplace Bullying		-
2. Workplace Stress	.22**	-.

** $p<.01$.

Table 2

Regression Coefficient of Workplace Bullying and Workplace Stress

Variable	B	β	SE
Constant	16.99***		.89
Workplace Bullying	.09***	.22	.02
R^2	.05		

$N=848$. *** $p<.001$

Table 3

Mean, Standard Deviation of in rRelation to Marital Status

Variables	Married		Unmarried		Divorced		Widow		$F(3,296)$	η^2	Post-Hoc
	M	SD	M	SD	M	SD	M	SD			
WPB	37.87	13.34	32.39	11.26	37.72	19.48	38.6	13.0	4.04	.03**	1>2<3<4

** $p<.01$ (Work Place Bullying=WPB)

4. Discussion:

Bullying and stress at work can have detrimental effects on people's productivity and well-being. Comparative research on working women from Pakistan may provide insight into the unique obstacles these women encounter at work and how these obstacles differ in other settings (Hameed, 2022). Organizational structures, societal expectations, and cultural norms are just a few examples of the variables that may influence Pakistani working women's experiences (Robert, 2018).

The results demonstrate the impact that workplace bullying has on both job performance and health, as there is a substantial correlation between stress and bullying among women employees (Alshawush et al, 2022). Worldwide observations of bullying were higher among women workers than among male workers (Iftikhar et al, 2020). According to female employees, bullying at work has a negative impact on their ability to do their jobs well, harms their mental health, reduces their sense of self-worth, depresses them, undermines their confidence, and occasionally leads them to resign (Azmat et al, 2023). Work environment Stress and bullying undoubtedly have a severe negative influence on productivity and job effectiveness (Hameed, 2022).

The current study, which looks at the connection between stress and workplace bullying among working women in Pakistan, may give light on how these women's work settings function and how their psychological health is affected (Anjum, & Ming, 2018), An individual's mental health and

job happiness can be significantly impacted by workplace bullying, which is defined as repeated abuse or harassment (Suggala et al, 2020).

Workplace bullying and stress may vary in frequency and severity among Pakistani working women depending on a variety of factors, including gender dynamics, cultural norms, and organizational structures. It can be easier to find viable solutions and support systems to establish more inclusive and healthy work environments if we understand how these characteristics interact with stress experiences (Zafar et al, 2023). The results of this study indicate that there may be a relationship between bullying at work and marital status, with widows being more likely than others to experience it (Anjum, & Muazzam 2018). This discrepancy may be caused by a number of variables, including behavioral shifts at work following a spouse's death, social support networks, and emotional vulnerability. Resolving workplace stress and bullying, offering assistance to those impacted, particularly widows, may be made easier by having a better understanding of these subtleties.

5. Conclusion:

The study's findings demonstrated how stress and bullying affected women working in a variety of settings, negatively impacting both their performance and social and emotional well-being. Bullying affects women more frequently in teaching, healthcare, and administrative professions, which is detrimental to their general psychological and physical health. The study's findings indicated that stress and bullying had an adverse effect on women working in a variety of settings, negatively affecting both their performance and social and emotional well-being. Bullying affects women more frequently who work in teaching, healthcare, and administration, which is detrimental to their general psychological and physical health.

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