



Workplace Bullying on Academic Female Workers of Higher Education Institutions: A Case Study of LUAWMS, Uthal

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Abstract

The aim of this study was to assess the effects of workplace bullying on academic performance of female workers of higher education institutions. Female employees who work in various departments and fields under various supervisors have a significant place at universities. The effects of workplace bullying on female academic employees at higher education institutions are addressed by this study. The mixed method of research served as the foundation for this study. This study's target population included all female employees, department heads, deans, and teachers. A sample of the six faculties has been chosen. The information was gathered using a carefully thought-out questionnaire. The information was gathered from a few LUAWMS faculties. There are five items in the interview and nearly thirty in the questionnaire for this survey-based data collection method. SPSS and statistical software were used to carry out the analysis process. The study's findings support the association between workplace bullying and female vulnerability, as well as the factors that contribute to workplace bullying, as documented in the literature. Women who work long hours for the benefit of the organization are particularly vulnerable and are more likely to be harassed by men and other coworkers.

Keywords: Female employee, Bulling, workplace, Higher institutes



Introduction

In talking with a school colleague, we meditated on why some populations of personnel appear to continuously get hold of nuisance and pressure on the process. We are currently experiencing a historic pandemic that is destroying the economy and leading to unbelievable unemployment. The most vulnerable financially are those who no longer tend to hold onto their positions of authority. Employees in the front lines of customer service, such as hair stylists, transportation workers, and hoteliers, have had to deal with layoffs or provide services to the public without private security devices. These workers lack the strength to say, "No, I'm staying home," because of their financial situation. They put themselves and their respective households in danger because they need the money. The helpless workers in danger who frequently face physical, psychological, and emotional harm have no say in the matter. They are therefore more inclined. Workplace bullying is deemed a silent epidemic, affecting at least 37% of the overall populace and 58–64% of better training employees (Namie & Namie, 2009; Hollis, 2016b, 2018). The understandable terror that international residents have embraced at some stage in the pandemic is a manufactured from what number is infected. I do not at all intend to dampen the severity of the pandemic in metaphorically evaluating it to the silent epidemic of place of business bullying. The pandemic has been a horrible infestation, killing masses of thousands, with estimates that 81% of the US populations will settlement COVID-19 (Ferguson et al., 2020). The pandemic does provide a visual expertise of just who is so very inclined in our global community. With the exception of brave health care employees on the front line of the pandemic, the other individuals of society who are running with the public in service positions or going through mass unemployment are similar to the members of society who also are most exposed to place of work bullying. Comparatively, place of business bullying is not a quick killer thru sickness, but with years of publicity to opposed and aggressive workspaces, goals of place of job bullying expand health issues and mental fitness challenges, some of which cause suicidal ideation (Conway et al., 2018; Mikkelsen et al., 2020).

Respectfully, the similarity inside the pandemic and the silent epidemic of place of work bullying (Bartlett, 2016; McAvoy & Murtagh, 2003) is that a number of the prone positions are similar. According to the US Department of Labor (2019), ladies disproportionately preserve lower paying jobs with 81.6% of social employees, 97.6% of kindergarten teachers, 94% of childcare people, 76.9% of private care employees, 73.8% of cashiers, 90.5% of receptionists, and 94% of



receptionists as women. Hence, women aren't inside the high-quality function to face up to place of business abuse and bullying; regularly, ladies find they do no longer have the financial help to raise complaints approximately gender-based totally bullying and keep the combat needed to prevail against large establishments (Hollis, 2019; Holzman, 1994).

The management team plays a significant part in allowing bullying to occur in the workplace. Despite the fact that management has received a lot of attention in bullying studies, the majority of research examined management practices that fostered a bullying environment (Hoel, Glaso, Hetland, Cooper, & Einarsen, 2010). Indeed, by indicating what is (in) appropriate behavior, leaders have the power to influence followers to be vulnerable to bullying (Aquino & Thau, 2009). Here, we contend that leaders must be able to lessen bullying in order to foster an effective work environment. In particular, we contend that leaders must be able to communicate what constitutes proper and ethical behavior. Employee morality and prosocial behavior are greatly influenced by ethical leaders (Brown et al., 2005; Mayer, Kuenzi, Greenbaum, Bardes, & Salvador, 2009). It has been demonstrated that moral behavior improves ethical reasoning (Singhapakdi, Vitell, & Franke, 1999), which in turn affects the number of employees who are the aim of morally dubious working conditions. Bullying at work is a morally dubious situation, so it stands to reason that moral leadership would have a negative impact on bullying.

According to Treviño, Brown, and Pincus-Hartman (2003), a leader who wants to be viewed as morally superior should strive to be regarded as an ethical person, which includes being sincere, truthful, and principled in their decision-making as well as ethical in their private lives. A second vital trait of moral leadership is that he/she needs to be perceived as an ethical supervisor; a person who actively seeks to shape the moral and immoral behavior of their fans and values ethics in their daily life. Moral leaders, therefore, uphold moral principles in their personal and professional spheres, promote honesty in the workplace, and set an example for their subordinates within the company (Brown et al., 2005; Mullane, 2009; Plinio, 2009; Yılmaz, 2006).

Objectives of the Study

- To evaluate how bullying at work affects female academic employees in higher education institutions.



- To identify the underlying factors that contribute to workplace harassment of female academic staff members at higher education institutions.
- To look into the kinds of workplace harassment that academic staff members who are female in higher education institutions experience.
- To investigate the preventive strategies used to stop workplace harassment of female academic staff members at higher education establishments.

Research Questions

1. What are the main reasons why female academic employees in higher education institutions are bullied at work?
2. What impact does workplace bullying have on female academic staff members at universities?
3. What kinds of bullying do female academic employees in higher education institutions encounter at work?
4. What kinds of preventive actions do higher education institutions take to address the problem of workplace bullying that affects female academic staff members?

Research Hypotheses

- **H₁:** Behavior directed against female employees of higher education institutions is significantly influenced by social norms.
- **H₂:** Bullying at work has a negative impact on female academic employees' productivity in higher education institutions.
- **H₃:** Bullying at work is linked to female academic employees' low job satisfaction in higher education.
- **H₄:** The effectiveness of the anti-bullying measures in higher education institutions is correlated with the productivity of female employees.

Literature Review

According to Apaydın (2012), bullying can occur within the painting environment because of the critical role that leadership plays in enabling it. Although management has been a major focus of bullying research, the majority of study participants primarily examined management practices that fostered a bullying environment. Leaders do, in fact, have the power to signal what is



(in)appropriate behavior, which makes fans more vulnerable to bullying. Here, we contend that leaders who uphold a wonderful work environment and, more importantly, who speak out against inappropriate and immoral behavior, must also be able to lessen bullying. Moral conduct and pro-social behavior among employees are greatly influenced by ethical leaders. It has been demonstrated that moral behavior of this kind enhances ethical reasoning, which in turn affects how much morally dubious painting conditions aim to employ. It is highly anticipated that there is a negative correlation between bullying and ethical leadership because workplace bullying is a morally dubious work environment.

Brown et al. (2005) argued that moral leaders have interaction in “demonstrating integrity and excessive moral requirements, considerate and honest remedy of employees, and maintaining personnel liable for ethical behavior”. These authors validated that moral leadership is related to chief honesty, manager effectiveness, interactional equity, satisfaction with manager worker willingness to document problems, and task willpower. Mayer et al. (2009) also showed that moral leadership ought to engender prosaically behavior in employees. Furthermore, Baillien, Neyens, De Witte and De Cuyper (2009) suggested that factors of the work surroundings may additionally define a climate in which bullying is authorized or endorsed. In mild of the research on ethical leadership, it is far possibly that moral leaders discourage bullying given their emphasis on ethical behavior and via non-stop discussions with subordinates on what is the right behavior or now not. Indeed, ethical leaders are function models for moral conduct and, consequently, are less possibly to tolerate bullying. Given that ethical management is capable of decorate ethical behavior and the relevance of leadership in bullying according with social studying theory, we expect a bad courting between ethical leadership and place of work bullying.

According to Edmondson (2004), the existence of trusting relationships within a team can be crucial in fostering feelings of psychological safety. She states that "people are more likely to believe that they will receive the benefit of the doubt—a defining feature of mental safety"—if the relationships between the leader and the staff are marked by consideration and respect for one another. Establishing fine connections with followers, expressing concern, and practicing effective communication are the main concerns of ethical leaders. They also place a greater emphasis on building trustworthy relationships with followers by asking staff members for their opinions without censoring them. They ask for input, demonstrate that they are approachable,



offer data regarding the principles and values that underpin important organizational decisions, and have excellent listening skills.

This has a look at examines the connection between moral leadership and workplace bullying and the mediating roles of psychological safety and psychological agreement success on that relationship in better training. The sample for this study is made up of 591 students and their deans from nine different universities in Istanbul, Ankara, İzmir, Kayseri, Konya, and Gaziantep that were chosen at random for the spring 2011–2012 semester. The Kahn (1990) size and the Robinson and Morrison (1995) mental contract achievement scale were used to gauge the faculty contributors' perceptions of mental protection and mental contract achievement. The consequences revealed a sizeable bad relationship between moral management and harassment and arbitrating roles of mental protection and mental settlement achievement on that dating.

The growing scope of workplace bullying and its hazardous consequences for both victims and organizations have led to its identification as a global issue. A component of task precariousness known as "workplace vulnerability" is worried, uncertainty, and a lack of confidence. The purpose of this paper is to investigate the relationships between psychological distress and workplace vulnerability, as well as the relationships, through sexual means, between psychological distress and workplace bullying. A cross-sectional and probabilistic survey is administered to a valid sample of 1995 salaried workers in three key metropolitan areas of Chile, which is chosen at random. Tests have been conducted using the chi-square test and logistic regression models that account for confounders. Female employees showed a higher prevalence of psychological suffering and were more exposed to business vulnerability. Three out of the four women who were prone reported mental distress (30.8%), which is better than the 16.5% of men. Employees exposed to workplace violence had a higher probability of psychological suffering compared to those who were no longer exposed, workers exposed to workplace vulnerability had a higher chance of administrative center bullying, and people who perceived high workplace vulnerability had a higher threat of psychological suffering. Improving workplace safety can reduce the sense of process vulnerability and protect you from the bullying behaviors that occur there. Furthermore, as a prelude to mental health problems in Chile, workplace bullying must be prevented, defended against, and replaced by regulations governing occupational fitness and safety.



Research Methodology

Research Design

This research was based on the mixed method of research. It is a research process in which the researcher collects and analyses both quantitative and qualitative data within the same study (Shorten & Smith, 2017). This section also includes research design, target population, sample size and sampling procedure, research tools, data collection techniques, methods of data analysis, and ethical concerns.

Target Population

The target population for this study was all the female workers, heads of the departments, deans and teachers at the public university of Lasbela.i.e. Lasbela University of Agriculture Water and Marine Science, LUAWMS, Uthal, Balochsitan. The six faculties have been selected for sampling.

Sampling Procedure and Sample

This study will use simple random sampling which is the type of probability sampling. “Probability sampling is the one in which the selection of a sample from a population. The simple random sampling has been applied for sampling.

Research Instrument

A research instrument defined as a tool chosen by the researchers to collect required information in this study.

Data Collection Procedures

According to Konar (2011) Data collection is a procedure of collecting information connected to the study variable that support in responding study questions, testing hypothesis and estimating outcomes. The data have been collected through well-developed questionnaire. The data collected from selected faculties of LUAWMS.

Data Analysis

The data collection method is survey method, and it has almost 30 items in the questionnaire and 5 items in the interview. The analysis procedure was conducted through the statistical application and SPSS.



Discussion and Analysis

Table 1
Age of the respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
16-25	39	65.0	65.0	65.0
26-35	14	23.3	23.3	88.3
46 and above	7	11.7	11.7	100.0
Total	60	100.0	100.0	

The age of the respondents given in table number 1, 65% of the respondent's age were between 16 to 25. 23.3% of the respondent's age were between 26 to 35 and just 11.7% respondents their age was above than the 46. It means most of the respondent's age were among 16 to 25 in

Lasbela University of Agriculture Water and Marine Sciences (LUAWMS), Uthal, Lasbela, Balochistan

Table 2
Discipline / Department

	Frequency	Percent	Valid Percent	Cumulative Percent
Admin	13	21.7	21.7	21.7
Management Science	10	16.7	16.7	38.3
Education	10	16.7	16.7	55.0
Agriculture	13	21.7	21.7	76.7
Marine Science	9	15.0	15.0	91.7
DVM	5	8.3	8.3	100.0
Total	60	100.0	100.0	

The respondents were participated from different faculties. There were 21.7% respondents from Admin, 16.7% were from Management sciences, 16.7% from education, 21.7% from Agriculture, 15% from marine Sciences and 8.3% were from DVM.

Table 3
Working Experience (Years)

	Frequency	Percent	Valid Percent	Cumulative Percent
less than 5 years	22	36.7	36.7	36.7
6 to 10 years	19	31.7	31.7	68.3
11 to 15 years	8	13.3	13.3	81.7
16 to 20 years	7	11.7	11.7	93.3
21 to 25 years	4	6.6	6.6	100.0



The respondents who were having higher experience were less than five years. The second highest experience were 6 to 10 years, and the lowest working experience were 21 to 15 years.

Table 4
Your Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Single	19	31.7	31.7	31.7
Married	40	66.7	66.7	98.3
Other	1	1.7	1.7	100.0

The marital status of the respondents' states that 31.7% were single, 66.7% were married and among of them just 1.7% belonged from other generation. It means the highest number of participated respondents were married.

Table 5
Family Monthly Income

	Frequency	Percent	Valid Percent	Cumulative Percent
less than 25000 Rupees	2	3.3	3.3	3.3
25001 to 50000	1	1.7	1.7	5.0
50001 to 100000	21	35.0	35.0	40.0
100001 to 150000	18	30.0	30.0	70.0
150001 to 200000	9	15.0	15.0	85.0
200001 to 250000	7	11.7	11.7	96.7
250001 to 300000	1	1.7	1.7	98.3
more than 300000	1	1.7	1.7	100.0

The monthly income of the respondents was given as: there were 3.3% of respondents their monthly income was less than 25 thousand rupees, 1.7% respondents their monthly income were between 25 thousand to 50 thousand, 35% of the respondent's monthly income were between 50 thousand to one lac and 30% of the respondent's monthly income were between one lac to one lac 50 thousands. It means most of the respondents' monthly income between 50 thousand to on lac of female workers in LUAWMS.

Table 6
Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Female	55	91.66	91.66	91.66
Male	0	0	0	0
Other	5	8.33	8.33	100.0
Total	60	100.0	100.0	



The gender of the respondents' states that almost 92% of the respondents were female and among of the just 8% were from other gender.

Table 7
Ratio of men and women in this Institute

	Frequency	Percent	Valid Percent	Cumulative Percent
All women	5	8.3	8.3	8.3
Mostly Women	12	20.0	20.0	28.3
About Equal	15	25.0	25.0	53.3
Mostly Men	28	46.7	46.7	100.0
Total	60	100.0	100.0	

The results of ration of men and women in LUAWMS. The respondents were responds that 46.7% mostly men among them 20% of female workers are working in different departments of LUAWMS.

Table 8
Environment in terms of ethnic background in the Institute

	Frequency	Percent	Valid Percent	Cumulative Percent
Very Diverse	17	28.3	28.3	28.3
Moderately Diverse	35	58.3	58.3	86.7
Slightly Diverse	8	13.3	13.3	100.0
Total	60	100.0	100.0	

The environment of the institution in terms of ethnic, 58.3% respondents were responding that ethnic background moderately diverse and 28.3% were very diverse in LUWMS.

Working Environment in the Institution

The statement regarding spirit of cooperation in the institution, 51.7% respondents were agreeing, 20% were strongly agreeing and among of them almost 17% disagreeing and few of them were could not decide. It means that in the institution the spirit of cooperation exists. People are reliable or not. This statement 18.3% are agreeing, 31.7% are strongly agreeing and among of them almost 20% are disagreeing that the people are reliable. It means the people of this institute are most reliable. More than 50% are agreeing that the conflicts are resolve with fair means. Almost 60% people are agreeing that the people of these institutes give respect individually. Almost 75% of the people respond that they are agreeing the supervisors work with different people with different backgrounds, and they are most cooperative.



Table 9

	SA	A	UN	DA	SDA
There is a spirit of cooperation in this Institute	20%	51.7%	11.7%	13.3%	3.3%
People are reliable in this Institute	18.3%	31.7%	28.3%	16.7%	5%
Disputes and conflicts are resolved using fair means	8.3%	50%	18.3%	21.7%	1.7%
Differences amongst individuals are respected and valued.	21.7%	40%	25%	11.7%	1.7%
Supervisor work well with people from different background	25%	50%	10%	13.3%	1.7%
Discrimination is not tolerated in this Institute	21.7%	31.7%	23.3%	18.3%	5%
There is trust between employees and the supervisors / head	18.3%	45%	15%	13.3%	8.3%

The trust exists between the employees and the supervisors because the results are clearly describing more than 55% respondents are agreeing that the trust exists between the supervisors and employees of the institutes.

Behaviors of the workers

The statements regarding the behavior of the department, almost 509% of the female workers are disagreeing that the behavior of head of the department is not well with them. It means, the behavior of the department is not well with female workers. Almost 63% of the female workers are response that the behaviors of colleagues are not friendly with them.

Table 10

	SA	A	UN	DA	SDA
Behavior of your head of department	18.3%	16.7%	5%	38.3%	21.7%
Behavior of colleagues / seniors	18.3%	10%	6.7%	33.3%	31.7%
Behavior of students	25%	15%	1.7%	30%	28.3%
Dealing of administrative staff with employees	23.3%	15%	10%	25%	26.7%
Working environment of your workplace	20%	11.7%	3.3%	33.3%	31.7%
Fair and respectful dealing of Institute with every employee	20%	15%	16.7%	25%	23.3%
Response on bullying behavior	21.7%	10%	18.3%	13.3%	36.7%
Other special incentives for employees	30%	10%	16.7%	11.7%	31.7%



The behaviors of the students are well because the results states that more than 65% respondents were disagreeing about the behavior of the students. It means that the student’s behavior of the students is quite well in the institute. 50% of the employees are disagreeing about the special incentives for female employees in the institute but almost 40% respondents are agreeing. It means there are no special incentives available for employees in the institute of LUAWMS.

Table 12
 Bullying at workplace

	Frequency	Percent	Valid Percent	Cumulative Percent
No	15	25%	25%	25.0
Yes	75	75%	75%	100.0
Total	60	100.0	100.0	100.0

Most of the female are agreeing that they are facing bullying in their workplace. 75% of the respondents were responds that they are facing bullying.

Table 13
 Getting bullied at workplace LUAWMS

	Frequency	Percent	Valid Percent	Cumulative Percent
No	13	21.66	21.66	21.66
Yes	47	78.33	78.33	100.0
Total	60	100.0	100.0	100.0

The female workers were responds about the getting bullied at workplace that the 78.33% female workers they are facing bullying in their workplace.

Table 14
 Environment of Institution Regarding Bullying

	SA	A	UN	DA	SDA
Been looked at in a hostile manner	10%	31.7%	13.3%	33.3%	11.7%
Excluded from work gatherings	8.3%	20%	21.7%	38.3%	11.7%
Given the “silent treatment”	15%	18.3%	23.3%	33.3%	10%
Not given the due recognition	13.3%	26.7%	18.3%	28.3%	13.3%



Treated in a disrespectful manner	5%	26.7%	15%	36.7%	16.7%
Subjected to an obscene gesture	5%	23.3%	18.3%	38.3%	15%
Had others refuse your request	6.7%	35%	10%	38.3%	10%
Had others delay actions that were important to you	8.3%	30%	26.7%	25%	10%
Yelled or shouted at for expressing oneself	13.3%	13.3%	13.3%	46.7%	13.3%
Had some interfere with your work activities	13.3%	23.3%	13.3%	33.3%	16.7%
You are being forced by the supervisor to do an illegal work	8.3%	13.3%	11.7%	33.3%	33.3%

The results are states that 33.3% are strongly disagreeing, 11.7% are strongly disagreeing and among of them 40% are agreeing. It means most of the employer not been looked at a hostile manner. The employers have soft behavior towards female workers. More than 45% of the respondents were disagreeing that the employer was excluded from work gathering. It means that the workers are worker together. More than the 40% of the respondents were disagreeing that the employer given the silent treatment. The respondents were disagreeing about the treated in a disrespectful manner, most of the respondents were disagreeing that the employer disrespectful manners. Almost 48% of the respondents were disagreeing that other refuse request. It means most of the employer's support and accept the request in workplace. There are almost more than 50% of the employers were agreeing that most of the colleagues interfere their work. 66% of the employers were disagreeing that the supervisor force them to do illegal work. It means the supervisors do not force to do illegal work.

Visible Bullying at Workplace

The statement regarding the visible bullying at workplace. Almost 56% of the respondents' states that most of the time they face staring bullying at workplace. Almost 62% of the respondents shows that they most of the time facing eye teasing bullying at their workplace. 26% of the respondents were response that rarely offers friendship, 51.7% states most of the time the colleagues offer them friendship.

Table 15

	Never	Rarely	Often	Some of time	Most of the time
Gazing /staring	1.7%	30%	11.7%	20%	36.7%
Eye Making/ eye teasing	5%	25%	8.3%	13.3%	48.3%



Friendship offers	0%	26.7%	13.3%	8.3%	51.7%
Black mailing	91.7%	5%	3.3%	0%	0%
Unnecessary calls	5%	26.7%	11.7%	55%	1.7%
Unnecessary visits of room	10%	18.3%	3.3%	68.3%	0%

The black mailing at workplace the workers never face black mailing from the colleagues. 55% of the female workers response that they some of time receive calls from the colleagues. 68% of the female workers' response that they face bullying when their colleagues unnecessarily visit their rooms.

Table 16
 Invisible Bullying at Workplace

	Never	Rarely	Often	Some of time	Most of the time
Unnecessary rude behavior	38.3%	45%	3.3%	11.7%	1.7%
Scolding in front of colleagues by supervisor/seniors	1.7%	18.3%	10%	10%	60%
Demotivating	36.7%	15%	31.7%	10%	6.7%
Over burdening	11.7%	26.7%	15%	18.3%	28.3%
Threatening gesture	5%	11.7%	6.7%	73.3%	3.3%
Discriminating	3.3%	15%	21.7%	60%	0%
Bursting malicious humors/jokes	5%	13.3%	13.3%	68.3%	0%
Giving sexual gestures	8.3%	26.7%	51.7%	8.3%	5%

The results of invisible bullying are states that there invisible bullying exist in the institution. 11.7% of the female workers are agreed that some of time the unnecessary rude behavior exist in the university. Among of them 45% of female worker states that rarely unnecessary rude behavior exists in the institute. 18.3% respondents were responds that the overburden some time exists in the institution, some of them almost 27% states rarely the burden of work exist in the university. 73.3% respondents were states that some of time they face threatening gesture in the institution 11.7% states that they never face threatening gesture in the institution. 60% of the female workers states that they face discriminating in the institute during their duty at workplace. 51.7% of the female workers are states that they face sexual gesture often time in the institute.



Table 17

	Did not apply to me at all	Applied to me to some degree, or some of the time	Applied to me to a considerable degree, or a good part of time	Applied to me very much, or most of the time
I found myself getting upset rather easily	36.7%	46.7%	10%	6.7%
I felt that I was using a lot of nervous energy	11.7%	46.7%	36.7%	5%
I found myself getting impatient when I was delayed in any way (e.g., lifts, traffic lights, being kept waiting)	31.7%	58.3%	1.7%	8.3%
I felt that I was rather touchy	46.7%	45%	5%	3.3%

The behaviors of colleagues are almost different in the institute. Most of the female workers states they found themselves getting upset rather than easily. Most of the female workers states that they touched multiple time in the institute.

Table 18

Reasons of workplace bullying

	SA	A	UN	DA	SDA
Abusive workplace culture	33.3%	35%	11.7%	11.7%	8.3%
Supervisor/ head use to over-react in every situation	18.3%	58.3%	10%	6.7%	6.7%
Biased Supervisor/ head	30%	45%	6.7%	10%	8.3%
Ethnic background	21.7%	46.7%	16.7%	6.7%	8.3%
Superiority complex	36.7%	43.3%	6.7%	5%	8.3%
Inferiority complex Favoritism	31.7%	40%	15%	5%	8.3%
Biased Supervisor/ head	38.3%	45%	3.3%	8.3%	5%
Unavailability check and balance	35%	45%	8.3%	6.7%	5%
Unavailability of complain cell	41.7%	38.3%	6.7%	5%	8.3%
Personal issues Jealousy	28.3%	46.7%	13.3%	6.7%	5%

The female workers states that almost they face abusive workplace culture. 33.3% of the workers agreeing and 35% of the workers strongly agreeing that we are facing abusive workplace culture. 58.3% agreeing that their supervisors use to overreact in every situation. 30% are strongly



agreeing and 45% are agreeing that their head overreact on them in every situation. They are facing biased through supervisors. Most of the female workers feel superiority complex in the institution. 43.3% are agreeing and among of them 36.7% are strongly agreeing that they face superiority complex in the institution.

Table 19
Institute has any arrangement to control workplace bullying

	SA	A	UN	DA	SDA
Making rules	6.7%	1.7%	5%	40%	46.7%
Established complaint cell	21.7%	8.3%	8.3%	60%	1.7%
Implemented harassment bill / policy	5%	3.3%	11.7%	23.3%	56.7%
Introduced code of conduct for employee	6.7%	3.3%	5%	16.7%	68.3%
Organized workshops / seminars for awareness	0%	28.3%	8.3%	61.7%	1.7%

Almost 86% of the female workers respond that the institution is not making any rules for controlling bullying. 60% of the respondents strongly disagreeing that the institution could not making any complaint cell in the institution for female workers. 68.3% female workers strongly disagreeing that the institution could not introduced code of conduct for employees.

Table 20
Mechanism that is adopted by your Institution to control workplace bullying is effective

	SA	A	UN	DA	SDA
Development of committees / concern departments	0%	6.7%	3.3%	23.3%	66.7%
Coordination with members	23.3%	1.7%	8.3%	5%	61.7%
Immediate Response of the committee / concern department	3.3%	1.7%	10%	21.7%	63.3%
Availability of member of the formed committees/departments	11.7%	3.3%	1.7%	20%	63.3%

Almost 90% of the female workers respondents that the institution could not developed committees of concern departments. It means the institutions are not adopting rules to controlling the bullying in workplace.

Conclusion and Recommendation

The study's findings, taken together, support the literature's findings about the connection between workplace bullying and female vulnerability, as well as the causes of workplace bullying. Female workers who workday and night for the betterment of institution a great



susceptibility have a larger possibility of getting harassed by colleague and other men. When compared to those who work little than usual perceive or chances of harassment are low. Thus, if psycho-social variables and women's labor factors associated with destructive leadership and other socioeconomic traits are controlled for, there would still be a relationship between workplace vulnerability and distress.

In turn, these findings support the theory that emphasizes the significance of women's labor and the macro-social context in understanding workplace bullying. Numerous studies have demonstrated the connection between bullying at work and job precariousness. As an additional subjective dimension of employment conditions related to the fear of losing one's job or experiencing worsening working conditions, this study adds the workplace vulnerability component. This study demonstrated a strong correlation between workplace vulnerability and the emergence of workplace bullying, which raises the likelihood of experiencing high or extremely high levels of distress. Therefore, it is suggested that the objective and subjective employment conditions—particularly those pertaining to female precariousness and workplace vulnerability—be addressed as pertinent factors in the development of workplace violence.

In reality, workplace violence at Lasbela University of Marine Sciences and in other comparable working environments can be prevented or limited by lowering the perception of job vulnerability and enhancing employment stability and security for female students. Furthermore, that the risk factors that have been identified are connected to instances of workplace bullying because they include poor leadership, a dearth of social support, and work overload. It is recommended that workplace harassment policies and public health protection policies include measures to stop, defend against, and deal with workplace bullying before it affects female employees. In this way, our study provides policy makers with pertinent information to help them revise these policies, address workplace bullying, and recognize gender inequality as a critical component of the working population's health among female employees.

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