WORKPLACE HARASSMENT AND ITS INFLUENCE ON PRODUCTIVITY

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Abstract:

This study intends to investigate the prevalence, kinds, and effects of workplace harassment in IT organizations, as well as how it affects output both directly and indirectly. A hostile work environment that undermines employees' motivation, well-being, and job satisfaction is created through workplace harassment, according to existing literature, which includes verbal abuse, discrimination, and sexual harassment.

Keywords — **Workplace harassment, Productivity.**

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I. INTRODUCTION

Any unwanted conduct, behaviour, or action that is motivated by a person's race, gender, sexual orientation, religion, or any protected trait is referred to as workplace harassment. It can manifest itself in a variety of ways, such as verbal abuse, physical attack, and sexual harassment. In addition to creating a hostile work atmosphere, workplace harassment can significantly reduce productivity. Employees who are subjected to harassment may feel emotional pain, have lower self-esteem, and lose motivation, all of which can lower productivity. Absenteeism, high staff turnover costs, and high turnover rates could all have an effect on the company's overall profitability.

II. REVIEW OF LITERATURE

(**Nieto, April 2022**) The three goals of this study are based on the idea that workplace harassment could be viewed as a type of negative communication used for nefarious ends (Guillén

Nieto & Stein 2019; Stein in this book). First, we think about the challenges in establishing workplace harassment in front of management or in court. In the second place, we examine the difficulties that workplace harassment presents for linguistic analysis, paying particular attention to genre theory, and we make suggestions for how to adapt the theory to thefresh linguistic input that is provided by the language of harassment. (**Silva, Banuka De Silva**) The purpose of the study is to comprehend the characteristics ofharassment and how it affects workers' personal life, job happiness, and more general social issues. Purposive sampling and qualitative analysis were used in the review to combine the results of earlier research investigations. It is concluded that workplace harassment can occur to anyone in any work environment and is not just a problem for particular people or organisational variables. Harassment can have a harmful impact on social and emotional health,which might result in the development of improper behaviours. (**Ahmed, April 2022**) A person who undergoes mental harassment at work suffers from maltreatment and an invisible wound

that is not immediately apparent. This case study aims toshed light on workplace mental harassment and the short- and long-term harm it causes to the victim's mental and physical health. It illustrates the lack of knowledge about workplace mental harassment and the disregard for harassment culture. The majority of research on workplace mental harassment uses quantitative approaches. Yet, the goal of this study is to provide light on the particular and individual experience of a mental health professional who experienced workplace mental harassment. **(M.', November 2021**) The study investigates the definition, causes, and effects of workplace sexual harassment on Nigerian workers. It emphasises the social nature of the issue, which is influenced by factors including gender, environment, and perceived ideology. The risk of sexual harassment occurring to women is increased due to cultural, societal, and political variables. According to the paper, researchers should examine the psychological mechanisms at play when sexual harassment is perceived and distinguished from imagined harassment. It also suggests creating complaint channels for victims and passing strict laws to safeguard themand discourage harassers at work. **(Main, February 2021)** This study of the research looks at workplace abuse and how it affects output. This study proposes the idea of "Not Woman Enough Harassment," which includes broader forms of gender-based abuse. Previous research has mostly concentrated on sexual harassment and sex discrimination. When this kind of harassment was measured using a validated scale, the results showed that roughly 32.5% of participants had significant levels of harassment. The study highlights the need for a thorough knowledge of gender-based abusein the workplace by demonstrating how not woman enough harassment differs from other typesof sexual and workplace harassment.

III. RESEARCH METHODOLOGY

Data is collected through Questionnaire. It is analyzed using the following statistical tools.

- Chi-square test
- Correlation

IV. PROBLEM STATEMENT

In the IT industry, workplace harassment is a big problem that has a negative impact on productivity. A hostile work environment that undermines employee well-being, motivation, and job satisfaction isbrought on by the prevalence of harassment occurrences, which can range from bullying and discrimination to sexual harassment. Employee morale and productivity are negatively impacted by workplace harassment, which can also increase turnover rates and promote inequity in the workplace.

V. OBJECTIVES OF THE STUDY

1. To analyze the influence of work place harassment on productivity.

2. To identify the significant relationship between workplace harassment and productivity

VI. NEED OF THE STUDY

- To understand the negative impact of workplace harassment on productivity.

- Companies can reduce attrition by identifying the workplace harassment at the right time and this indirectly increases employee satisfaction and employee productivity.

VII. HYPOTHESIS

H0 = Workplace harassment has no significant influence on productivity
H1 = Workplace harassment has significant influence on productivity
H0 =There is no significant relationship between workplace harassment and productivity.

H2=There is a significant relationship between workplace harassment and productivity.

VIII. DATA ANALYSIS

- **CHI- SQUARE TEST**

H0 = Workplace harassment has no significant influence on productivity

H1 = Workplace harassment has significant influence on productivity

Chi-Square Tests

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	201.60	96	.000
Likelihood Ratio	176.01	96	.000
Linear-by-Linear Association	55.83	1	.000
N of Valid Cases	130		

In the output, P= 0.00

The above table shows the p value is less than 0.05 so accept the alternative hypothesis and reject the null hypothesis. Therefore, there is a significance influence on WPH and productivity.

- **CORRELATION**

H0 =There is no significant relationship between workplace harassment and productivity.

H1=There is a significant relationship between workplace harassment and productivity.

Correlations

		AVG.WPH	Avg.Productivity
AVG.WPH	Pearson Correlation	1.000	.833
	Sig. (2-tailed)		.000
	N	140	140
Avg.Productivity	Pearson Correlation	.833	1.000
	Sig. (2-tailed)	.000	
	N	140	140

In the output, P= 0.00

The above table shows the p value is less than 0.05 so accept the alternative hypothesis and reject the null hypothesis. Therefore, there is a significance relationship between the WPH and productivity.

CONCLUSION

It is clear that harassment has an impact on team trust, co-worker relationships, employee well- being, and job satisfaction. The data also shows a lack of confidence in the organization's handling of harassment allegations, highlighting the need for better protocols and support. The key to reducing harassment and its negative effects on productivity is to foster an inclusive and respectful workplace culture and to offer sufficient training on prevention and reporting.

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