

**Sexual Harassment of Women at Workplace:**  
**A perspective from Health Care Sector of Pakistan**

By

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Thesis submitted to the Lahore School of Economics in  
partial fulfillment of the requirements for the degree of

Masters in Philosophy in Business Administration (Research)

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## **Acknowledgment**

First and foremost, I would like express my deepest gratitude to Allah Almighty for giving me health and strength to carry out this research.

I am indebted to my supervisor Dr. Aamir Khan for imparting his knowledge, expertise and guidance throughout this research.

I express my thanks of gratitude to Dean Dr. Sohail Zafar for his guidance and support.

I extend my sincere thanks to Dr. Shahid Amjad Chaudhry; Rector, Lahore School of Economics for giving me an opportunity to pursue an MPhil degree and for creating a healthy environment which is conducive to research.

Lastly, I would like to express my love and gratitude to my parents, who have been a pillar of strength for me. I thank my sister Hira and my friend Sara for their support and for being as helpful as possible and to my son Muhammad Mohid, I say: You are the biggest gift that Allah has blessed me with, and also my biggest strength from Him.

## **Abstract**

Sexual harassment has been identified as one of the main hurdles faced by women at workplace. Awareness of sexual harassment has increased as today we understand that it is a persistent and increasing problem all over the world. Due to the increasing awareness of sexual harassment in organizations, due to the serious consequences it entails, especially for women, and due to its refusal to go away as an organizational phenomenon, sexual harassment has remained a topic of interest for organizational researchers.

The present study explores “the antecedents and consequences of sexual harassment” faced by nursing staff in health care sector of Pakistan. The study examines the impact of the two main types of antecedents “organizational climate context and job gender context” on sexual harassment and in turn, the impact of sexual harassment on job related consequences “job satisfaction, organizational commitment, presenteeism, job withdrawal and work withdrawal.” Additionally, the moderating effect of marital status is evaluated to examine and measure if marital status moderates the relationship between sexual harassment and its consequences namely job satisfaction, organizational commitment and presenteeism.

The findings of the study suggest that regardless of the ample work contribution of nurses in the health care sector, they do face sexual harassment and that sexual harassment negatively impacts their performance at work. Organizational climate context has a positive significant relationship with sexual harassment, which, in turn, has an adverse effect on the job related consequences.

Job satisfaction and organizational commitment have an inverse, and presenteeism has a direct relationship with sexual harassment. The direct relationship between presenteeism and

sexual harassment depicts that despite being sexual harassed employees will show up at work but would not be fully functional. The study further uncovered that lower job satisfaction and lower organizational commitment due to sexual harassment in an organization can lead towards higher job withdrawal.

My major theoretical and empirical contribution in the study, apart from measuring all the antecedents and consequences together, is the proposed linkage between sexual harassment and presenteeism. To my knowledge this has not been examined before in health care sector.

**Keywords:** Sexual harassment, organizational tolerance climate, job gender context, job satisfaction ,organizational commitment, presenteeism, job withdrawal, work withdrawal, health care sector, work productivity.

## Chapter 1 INTRODUCTION

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### 1.1 Introduction of Sexual Harassment

The shifting paradigms of modernization and globalization and the consequent economic shift in the workplace dynamics have resulted in an increasing participation of women in social, political and economic domains (Gray et al., 2006). However, this growth has also led women to encounter challenges such as unwanted sexual advances including inappropriate innuendo, unsolicited attention, even aggressive harassment at workplace (Haruna et al., 2016).

Interestingly, the phrase “Sexual Harassment” was first coined as late as in 1975 when an employee in Cornell University resigned from her job as a result of sexual misconduct by her supervisor. When she claimed for the unemployment benefits, she was denied the same by the university under the pretext that it was her personal issue and the university could not compensate her. The issue was picked up by the media and the rest is history (Cohen, 2016).

Sexual harassment has been identified as a serious social problem with important implications for society, individuals and organizations as a whole (Fitzgerald et al., 1997). Notwithstanding the above, some forty-three years down the line since the first reported case of sexual harassment, analyzing the history and women workforce, it becomes evident that even today sexual harassment appears to be rampant in almost every part of the globe where studies have been carried out.

“A meta-analysis of the antecedents and consequences of sexual harassment” from 41 studies was conducted by Williness et al. (2007) to identify the negative outcomes of sexual harassment at workplace. It was found that sexual harassment experiences are inversely related

to job satisfaction, organizational commitment, and have a direct relation with job turnover, work withdrawal, absenteeism, psychological and health related disorders.

Various other studies have also documented the impact of sexual harassment on job related factors such as job satisfaction, organizational commitment, absenteeism, job turnover, work withdrawal (Loy & Stewart, 1984; Fitzgerald et al., 1995; Fitzgerald et al., 1997; Hulin et al., 1997; Glomb et al., 1999; Connell & Korabik, 2000; Shaikh, 2000; Kyu & Kanai, 2003; Antecol & Clark, 2006; Markin, 2008; Pina & Gannon, 2010; Markin & Shah, 2014; Salman et al., 2016; Long et al., 2016). Others have noted negative psychological consequences, such as panic attack, anxiety, stress, anger and depression, which in turn results in low productivity and low job performance at workplace (Gutek et al., 1993; Kyu & Kanai, 2003; Schneider et al., 1997; Connell & Korabik, 2000; Pryor, 2010; Houle et al., 2011). Still others documented health related issues like sleep deprivation, eating disorders, gastric problems, headache, nausea etc. (Cleary et al., 1994; Fitzgerald et al., 1997; Glomb et al., 1999; Harned & Fitzgerald, 2002; Gruber & Fineran, 2008).

According to the United Nations' data, "between 40 and 50 percent of women in the European Union countries experienced sexual harassment at their workplace, whereas, in the United States some 83% of the girls who are between the ages of 12 to 16 years have experienced sexual harassment in the public schools. In Asia some 30-40% women have reported sexual harassment" (United Nation, 2011). Moreover, "144 countries have laws against harassment" (United Nation, 2017) but though the law is present it does not mean it is implemented properly.



Feary (1994) stated that “sexual harassment is not merely a cultural, gender or communication problem. In fact, it is a widespread moral problem all over the world”. The dilemma remains that most of the cases of the sexual harassment go unreported, undocumented and in-acted upon (Hersch, 2015). Also, according to “the United States Equal Employee Opportunity Commission” (EEOC) “75% of the cases of harassment go unreported” and those victims who have tried to raise their voices faced some form of vengeance (Gulshan, 2017).

## **1.2 Definition of Sexual Harassment**

According to “the United States Equal Employee Opportunity Commission” (EEOC) sexual harassment is defined as:

*“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which unreasonably interferes with the performance of a person's job or creates an intimidating, hostile, or offensive work environment”* (EEOC, 1980).

According to EEOC, sexual harassment is a behavior but an unwanted and unwelcome one. EEOC categorizes two different types of sexual harassment; one, “quid pro harassment and two, hostile work environment”. Both are types of unwelcome sexual behavior at workplace. “Quid pro quo is the type of sexual harassment in which employment and/or employment decisions for an employee are based on that employees’ acceptance or rejection of unwelcome sexual behavior” (EEOC, 1980). This would include the promotion, demotion and firing of employees based on the refusal of submission to the unwanted conduct. The second type is hostile work environment. “It is a sexual misconduct directed towards an employee mostly because of that employee's sex. It is offensive, hostile and adversely affects that employee's ability to do his or her job” (EEOC, 1980).

Unwelcome behavior includes many categories; EEOC has categorized unwanted behavior in three broad categories namely “verbal, non-verbal and physical”. Verbal includes, making sexual comments about someone, whistling, telling sexual jokes at workplace, turning work discussion to sexual talk, comments about clothing etc. Non-verbal behavior includes staring, following a person, winking, blocking a person’s path, giving unnecessary gifts, stalking etc. Physical includes touching, hugging, standing close and so on (EEOC, 1980).

According to EEOC, in 1994 “the United States merit system protection board”, a federal agency, estimated that “due to the incident of sexual harassment companies suffer a loss of \$24.7 million from job turnover, \$14.9 million due to sick leave and overall government suffered a loss of \$327 million. Moreover, since 2010, a sum of \$698 million dollar has been paid as compensation to employees who faced harassment at workplace” (Gulshan, 2017).

### **1.3 Sexual Harassment Law in Pakistan**

There was no law against sexual harassment of women at workplace in Pakistan until 2009. The bill was passed from national assembly in 2010 by the name of “*The protection against harassment of women at the workplace act 2010*” according to this law, “sexual harassment is a criminal act and all the public and private organizations in Pakistan have to follow an internal code of conduct to provide a healthy working environment free of any abuse to all the working women” (AASHA, 2010).

According to this act sexual harassment in Pakistan is defined as:

*“Any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing*

*interference with work performance or creating an intimidating, hostile or offensive work environment”* (THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT , 2010).

Some minor penalties of sexual harassment in Pakistan include “censure, withholding promotion or increment (for a specific period of time), and recovery of the compensation payable to the complainant from pay or any other source of the accused”. The major penalties include “fine, demotion, compulsory retirement, removal from service. The fine shall be payable to the complainant” (THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT , 2010)

#### **1.4 Significance of the Study with Respect to Pakistan**

“In Pakistan it has been difficult for women to fully contribute to their country's development because the environment to work, in general, is difficult and un-supportive. Women commonly face inappropriate behavior and harassment on the streets, at the work place and in public places” (AASHA, 2010).

Moreover, Kamal & Tariq (1991) stated that it remains an issue of great dishonor and shame when a woman is harassed sexually, the family often starts blaming the girl. This is one of the main reasons why the statistics of sexual harassment are undocumented and underreported in Pakistan.

The research in the area of sexual harassment is still at a very early stage in Pakistan. Therefore, the proposed research is anticipated to be important for managers and administrative

personnel who can understand the existence of the phenomenon of sexual harassment of women at workplace and help to provide suitable working conditions to female employees.

### **1.5 Statement of the Problem**

This study aims at exploring the impact of the antecedents i.e. “job gender context and organizational climate context” on sexual harassment and; in turn, the impact of sexual harassment on “job satisfaction, organizational commitment, presenteeism, job withdrawal and work withdrawal.” Moreover, the moderating role of marital status is also examined between sexual harassment and its consequences to investigate if marital status moderates the relationship between sexual harassment, job satisfaction, organizational commitment and presenteeism.

### **1.6 Objectives of the Study**

The current research is conducted on the health care sector of Pakistan and it is focused towards investigating the presence of sexual harassment of nursing staff by male colleagues and male physicians. The general objectives are as follows:

1. To identify the presence of sexual harassment at workplace in healthcare sector of Pakistan.
2. To study the impact of the “organizational antecedents on sexual harassment at workplace.”
3. To study the impact of sexual harassment on job related constructs such as “job satisfaction, organizational commitment, presenteeism, work withdrawal and job withdrawal.”
4. To test the moderating effect of marital status between sexual harassment and its consequences namely; job satisfaction, organizational commitment and presenteeism. According

to Johnson (1994) single women are more likely to be harassed as compared to married women. This finding is also in agreement with Christian & Phin (2017) who mentioned that marital status has a strong correlation with sexual harassment.

## **1.7 Scope of the Study**

### **Research Questions:**

Following are the research questions purposed for this study.

#### Relationship of Antecedents & Sexual Harassment

**RQ1:** “Is there any relationship between organizational climate context and sexual harassment?”

**RQ2:** “Is there any relationship between job gender context and sexual harassment?”

#### Relationship of Sexual Harassment & Work Related Consequences

**RQ3:** “Is there any relationship between sexual harassment and job satisfaction?”

**RQ4:** “Is there any relationship between sexual harassment and organizational commitment?”

**RQ5:** “Is there any relationship between sexual harassment and presenteeism?”

#### Relationship of the Organizational Consequences with Work & Job Withdrawal

**RQ6:** “Is there any relationship between job satisfaction and job withdrawal?”

**RQ7:** “Is there any relationship between organizational commitment and job withdrawal?”

**RQ8:** “Is there any relationship between job satisfaction and work withdrawal?”

**RQ9:** “Is there any relationship between organizational commitment and work withdrawal?”

**RQ10:** “Is there any relationship between presenteeism and work withdrawal?”

### Role of Moderator

**RQ11:** “Whether marital status will moderate the relationship between sexual harassment and job satisfaction?”

**RQ12:** “Whether marital status will moderate the relationship between sexual harassment and organizational commitment?”

**RQ13:** “Whether marital status will moderate the relationship between sexual harassment and presenteeism?”

### **1.8 Assumptions of the Study**

Firstly, it is assumed that the respondents have filled the questionnaire with full honesty and with their best understanding and knowledge of the concepts.

Secondly, it is also assumed that there is no pressure on respondents and they have given unbiased responses, paid their full attention to each and every detail of the questionnaire.

### **1.9 Limitations of the Study**

1. Sexual Harassment is a vast topic and has different dimensions. In this study the focus is on unwanted and uninvited sexual attention. Other dimensions of sexual harassment such as hostile work environment, workplace bullying, sexual violence can be investigated in the future research.

2. There is the possibility that respondents have not understood the importance of this research and might not have taken the questions seriously.

3. Sexual harassment is a sensitive topic. In Pakistani context, where social stigma is attached to this term, it is a possibility that biasness in responses might exist during data collection.

4. The sampling was done from Lahore, so this research is limited geographically.

### **1.10 Delimitations of the Study**

The study is restricted to the opinions of the respondents and their emotions and feelings related to their workplace. As it's a sensitive topic so the respondents might not be in favorable state of mind while filling the questionnaire therefore, this study is attitudinal in nature.

### **1.11 Definitions of the Constructs**

#### **Sexual Harassment**

“Any unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature when: 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or 2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment” (EEOC, 1980).

“Sexual harassment is any unwanted conduct of a sexual nature, request for sexual favors, verbal or physical conduct or gesture of a sexual nature; or other behavior of a sexual nature that makes the recipient feels humiliated, offended and/or intimidated and creates inappropriate working environment” (ILO, 2011).

The definition of sexual harassment in Pakistan is proposed by alliance against sexual harassment (AASHA). According to this definition sexual harassment is defined as

“Any unwelcome sexual advance, request for sexual favors or other verbal or physical conduct of a sexual nature, when it interferes with work, and is either made a condition of employment or creates an intimidating, hostile or offensive work environment” (AASHA, 2010).

### **Organizational Tolerance for Harassment/Organizational Climate**

“The culture of the organization is represented by organizational climate” (Goyal & Shrivastava, 2013).

“Organizational tolerance context refers to the characteristics of the organization that communicate how much tolerance the organization has for sexual harassment, the policies rules and regulations within the organization and how does the organization deal with sexual harassment” (Fitzgerald et al., 1997).

“Organizational tolerance refers to climate of the organization, perceived risk that the complaints of harassment will not be taken seriously, lack of strict rules in organization and risks associated for victims for complaining against any such activity” (Williness et al., 2007).

### **Job Gender Context**

“Job gender context refers to the gendered nature of the job i.e. group gendered ratio male to female workforce in an organization and whether the nature of the job is masculine or feminine i.e. job is traditional or non-traditional” (Fitzgerald et al., 1997).



“Job gender context refer to, nature of the job i.e. whether the workplace is dominated by men or women” (Glomb et al., 1999).

### **Job Satisfaction**

“Job satisfaction refers to how content an employee is with his/her job, it’s a positive emotional state that reflects a positive job performance” (Spector, 1997).

Job satisfaction is a significant variable that is studied frequently in sexual harassment literature. According to Glomb et al. (1999) job satisfaction has persistent effect on the well- being of the employees, their health, job performance, health, and work withdrawal and job withdrawal behavior.

### **Organizational Commitment**

“Organization commitment is defined as an emotional state that a) characterize the relationship an employee has with her organization, b) has implications for the decision to continue or discontinue working for the organization” (Meyer & Allen, 1991).

Porter et al. (1974) have defined organizational commitment as “the involvement and identification that an employee shows for his/her organization”.

### **Presenteeism**

“Presenteeism is defined as when a person is present at work even when he is not fully functional. Presenteeism is costly and harmful for the organization as compared to its counterpart

absenteeism, because the person is present at work physically but not mentally” (Biron et al., 2006).

### **Work withdrawal**

“Work withdrawal refers to the behavior that involves avoiding work tasks of one’s work. These behaviors include: coming late to work, leaving early, missing important meeting, giving your work to someone else to finish, absenteeism” (Glomb et al., 1999).

### **Job Withdrawal (Turnover Intentions)**

“Job withdrawal refers to the intention of an employee to leave one’s job and organization, and often precedes intentions to quit, early retirement quitting or choosing to be laid off” (Hanisch & Hulin, 1991).

## Chapter 2 LITERATURE REVIEW

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### 2.1 Sexual Harassment

According to Fitzgerald et al. (1997) there are two main types of “antecedents of sexual harassment: Organizational climate and job gender context.”

Organizational climate refers to the characteristics and climate of the organization and tolerance for sexual harassment in one’s organization, whereas, job gender context refers to the male to female ratio in an organization, the nature of job (masculine or feminine), duties and tasks assigned. These two antecedents are the main contributors of sexual harassment at workplace which, in turn, have an effect on three factors. Health related factors such as (headaches, blood pressure, sleeping issues, etc.); psychological factors (anxiety, depression, panic attack etc.) and job related factors (job satisfaction, organizational commitment, turnover etc.). The study reported that lenient organizational climate and nature of the job have a positive co-relation with sexual harassment which, in turn, negatively impacts job performance, job satisfaction and lead towards poor organizational commitment.

Bogart & Stein (1987) looked at sexual harassment through the power prism and argued that it was interlined with expression of power, authority and violence which one person uses to control others. It shows powerlessness of one gender mostly females, who are victimized of unwanted and uninvited sexual attention. The authors mentioned that sexual harassment is becoming a persistent and a growing problem in many organizations where it varies from the use of telling sexual jokes to sexual assaults and the dilemma is that this issue has always been ignored and side swept with the attitude that it’s not easy to change the nature of men. Sexual harassment has an adverse effect on organizational climate therefore, in order to create healthy

working environment organizations should take actions against any misconduct that occurs at workplace.

Dunwoody & Gutek (1987) examined the situations and scenarios in which a particular behavior is more likely to be categorized as sexual harassment. They showed that more physical the unwanted behavior, higher the chances it will be defined as sexual harassment. Also, if two people know each other very well (friends, spouse etc.) than it will be less likely that such a behavior can be labeled as sexual harassment. Similarly, if a person is at a higher position in an organization he is less likely to label a behavior as harassment. The research also stated that sexual harassment needs more emphasizes and action because it has negative consequences for the employees.

Paetzold & Kelly (1994) stated that sexual harassment can lead to counter productive work behavior until the administration of the organization recognizes and acknowledges the seriousness of this problem and take measures to eliminate it. Female employees will continue to be a soft target of such delinquent behavior in their workplace. Therefore, an awareness of laws, employee rights, sexual misconduct and its serious negative effects on productivity are the necessary first steps in the elimination of harassment from workplace.

Newman (1995) mentioned that despite the implementation of the harassment laws in the United States and Australia, a large majority of the women struggled with this problem and were compelled to work in a hostile organizational environment which is dysfunctional to their productivity. Two types of harassment have been discussed in the paper quid pro quo and non-quid pro i.e. hostile work environment. The former is faced by the female employees in exchange for some employment opportunity whereas, the latter type the subject is threatened to face

serious consequences in case of resistance and declining undue favors. Victims of sexual harassment usually blame themselves for sexual misconduct and ask themselves questions like “Did I do something wrong to deserve such behavior? Was it my fault? Am I responsible for it? If I report the person would anyone take me seriously? Will I face any consequences if I report that person?”

In another study by Schneider et al. (1997) the harassment of female employees in private sector and universities was observed at low, moderate and high levels and the results showed that even at low and moderate extent the outcomes of sexual harassment were similar.

Kyu & Kanai (2003) stated that sexual harassment has negative consequences on psychological health i.e. it causes anxiety, irritation, depression, anger etc., physical health i.e. it leads to headache, nausea, stomachache etc. and work related factors such as property deviance, sabotage, counter productive work behavior, absenteeism, late arrival at work, and working carelessly.

Berdahl & Celia (2006) studied sexual harassment in ethnic and racial contexts. It was found that the women who belonged to minority group faced greater vulnerability and double jeopardy because first of all, they are harassed for being a woman and secondly, they are mistreated for being a minority race. The findings of the study supported this argument.

McDonalds (2011) has reviewed 30 years of literature on sexual harassment and suggested that even as the awareness of sexual harassment is increasing around the globe, the cases of harassment are also increasing at an alarming rate. It is pointed in the paper that “victims of sexual harassment often suffer from mental and health issues but still they decide to remain quiet. Some improvement has been made such that legal bodies have had some positive

contribution in increasing awareness and motivates people to speak about it but still there is a need to further target workplace actions to prevent such misconduct”.

There are relatively fewer papers on sexual harassment prevalent in South Asia, especially in the health sector. Chaudhuri (2007) collected data from four hospitals in Calcutta India. Doctors, nurses, administrated staff and health care workers were interviewed and four types of sexual harassment types were reported, these included unwanted touch, unwanted attention/sexual gestures, verbal and psychological harassment. Most of the women who faced harassment were unwilling to report it because of the stigma attached to it or due to the fear of losing their jobs. Moreover, majority of them were unaware of the formal complaint channels to report such cases.

Even fewer papers exist in Pakistan. Kamal & Tariq (1991) mentioned that in a male chauvinist society like Pakistan, women are more prone to sexual harassment but due to social pressure the victims avoid to raise their voice on such issues.

A study was conducted by Shaikh (2000) to find out the harassment of nurses. The findings of the study showed that sexual harassment existed in the health sector and female staff was harassed by the male colleagues. The study further explored that harassment had negative impact on the work performance. The author suggested that research on sensitive issues like sexual harassment need to be address in greater detail and more research should be done to guide the organizations to develop effective policies to provide a safe and healthy working environment to female employees.

Zia et al. (2016) examined six core dimensions of sexual harassment of women in Pakistani media industry. In-depth interviews were conducted from the media personnel. The findings of the study showed that though Pakistani media is a big industry with greater job opportunities for

females but still harassment is one of the prevalent obstacles for working women. It was further revealed that sexual harassment remained unreported in majority of the cases. Most of the interviewees accepted that though the working conditions for women are satisfactory, but males are still appointed in greater number and are given all the key positions. Moreover, women agreed to have remained silent even after being harassed due to fear of shame and been shunned from the society. The authors mentioned that sexual harassment is considered a social taboo in our culture and recommended that in order to cope with this issue there should be proper implementation of the law. The study also suggested that awareness can be created by organizing workshops and media organizations should strictly try to follow a proper code of conduct in order to provide safe working environment to female employees.

## **2.2 Organizational Antecedents:**

### **“Organizational Climate & Job Gender Context”**

“A meta-analysis of the antecedents and consequences of sexual harassment” was conducted by Williness et al. (2007). The study revealed that sexual harassment is one of the biggest obstacles in a woman’s career advancement. The author studied the two antecedents of sexual harassment: 1) job gender context; which refers to gendered nature of the workplace and proportion of females in a particular organization; and 2) organizational tolerance climate context which refers to policies, regulations and presence of effective remedies to deal with sexual harassment in an organization. Lenient work place policies and a climate with high tolerance to harassment lead to higher and frequent cases of sexual harassment. Furthermore; male dominant sectors are more susceptible to sexual harassment.

Another study by Pina et al. (2009) also reviewed the papers published on sexual harassment during the past thirty years to understand all those factors which contribute to sexual harassment and its negative outcomes. The review paper noted that the negative effects of sexual harassment are thoroughly documented in the literature, which includes; poor psychological health, physical health and the detrimental effect of sexual harassment on organizational factors. The antecedents mostly include nature of the job, climate of the organization, power status of the women etc. The study revealed that more detailed research should be conducted to completely understand the etiological process of sexual harassment.

Wasti et al. (2000) conducted an empirical research to check the “cross cultural generalizability of the model of sexual harassment” proposed by Fitzgerald et al. (1997). As most of the research on sexual harassment has been primarily conducted in the western countries, this study generalized to the Turkish culture using the same antecedents and consequences. The results showed that the more masculine the nature of the job; more will be the reported cases of sexual harassment. Whereas, in organizations in which there are better rules and regulations and less tolerance for sexual misconduct, will have lesser cases of sexual harassment. It further concluded that there is an inverse relationship between sexual harassment and job satisfaction.

Glomb et al. (1999) also replicated the work of Fitzgerald et al. (1997) and examined the longitudinal nature of sexual harassment. The relationship between the variables was found consistent across two years. The results showed that if organizations are more tolerant of sexual harassment and the nature of the job is more masculine than it will witness more experiences of sexual harassment which, in turn, will lead to job stress and lower job satisfaction, poor psychological conditions and job withdrawal.



The relationship of sexual harassment to its two main antecedents was also studied by Kyu & Kanai (2003). The antecedents discussed in the paper were personal vulnerability, organizational climate and job gender context. It was identified that women in a particular group are victimized by sexual harassment but not all of them are equally helpless. It was reported that those women who were younger, unmarried, divorced, at lower job hierarchy level and belonged from minority group were at higher risk of sexual harassment. A survey was conducted the results suggested that those women who are less powerful in their organization were more prone to harassment. It further revealed that the lenient policies of the organization and masculine nature of the job have a positive relationship with sexual harassment.

In another study conducted by Law (2011) it was observed that though sexual harassment has an inverse relationship with job related constructs like job satisfaction and organizational commitment, but if an organization has supportive climate and strong unified leadership then the employees are less likely to feel dissatisfied with their job. The author recommended that those employees who had experienced any incident of harassment should feel safe and secure in reporting such incidents. This is because if the organizations have strict rules and regulations to deal with sexual misconduct at workplace, employees will feel more committed towards their organization.

“In the light of the above literature & discussion following hypotheses are proposed:”

*H1: “Organizational climate context has a positive relationship with sexual harassment.”*

*H2: “Job gender context has a positive relationship with sexual harassment.”*

## **2.3 Work Related Consequences**

### **Job Satisfaction**

Job satisfaction is one of the variables which have been frequently studied in the context of sexual harassment. Overall, it has been found that sexual harassment leads to low job satisfaction which, in turn, leads to higher employee turnover (Pina & Gannon, 2008).

According to Williness et al. (2007) job satisfaction is one of the job related variables that has a strong and direct link with sexual harassment. Aggression caused due to being sexual harassed at workplace eventually weakens job satisfaction of the employee leading to either work withdrawal such as absenteeism or job withdrawal. Job satisfaction and sexual harassment relation has also been checked by Fitzgerald et al. (1997) they have evaluated that greater cases of sexual harassment in an organization leads to lower job satisfaction and higher job withdrawal.

The relationship between sexual harassment and job satisfaction of military female personnel was examined and an inverse linkage was observed between the two variables. Higher the sexual harassment; lower will be the job satisfaction and higher will be the desire of the employees to leave the military (Antecol & Clark, 2006). The cross cultural difference of sexual harassment across cultures in Argentina, Brazil and Chile is studied and the results showed that the Latin American employees who are victim of sexual harassment are more liable to employ in the behavior of job withdrawal and work withdrawal (Merkin, 2008).

Merkin & Shah (2014) contrasted the effects of sexual harassment on job satisfaction, turnover intentions and absenteeism in Pakistan and in United States. A sample size of 146 was taken from Pakistan and 102 from United States. The findings of the study showed that sexual harassment has an inverse relation with job satisfaction, and positive relationship with turnover

intentions and absenteeism. It further revealed that sexual harassment has universal effects and is not limited to one culture or sect. The victims who have experienced sexual harassment in Pakistan have faced greater job dissatisfaction and more absenteeism as compared to their counterparts in the United States. Moreover, another important difference between the Pakistan and the United States culture is that; the respondents from Pakistani were more reluctant to answer questions regarding sexual harassment whereas, in the United States they were more open in their responses. The main reason for this could be that a stigma is attached to the word harassment in Pakistan and women in Pakistan do not want to bring a bad name to their families by reporting such incidents so they deal with any such incidents passively.

Laband & Lentz (1998) mentioned that sexual harassment in the workplace has become an important and high profile issue of current times. The study estimated the effects of harassment in the legal profession. It suggested that more than half of the female lawyers in the public agencies and two third who were working in the private agencies faced sexual harassment at some point in their life by their male colleagues and male supervisors. The effect of sexual harassment on job satisfaction, income and turnover intentions was examined. The results showed that sexual harassment will lead to lower job satisfaction and higher turnover intentions.

In another study by Long et al. (2016) the relationship between sexual harassment and job satisfaction was examined. The respondents for the study were the female employees working in one of the retailing company of China. The findings of the study also revealed that there is a negative significant relationship exists between sexual harassment and job satisfaction. Higher the sexual harassment in an organization, lower will be job satisfaction which, in turn, will have an adverse effect on the organization.

The study by Salman et al. (2016) was conducted in Pakistan and it was found that females were reluctant to talk about such incident as they believe it will bring shame to their family and as a consequence their family can pressurize them to leave the job. As sexual harassment leads to job dissatisfaction at workplace therefore, employers should make an effort and take preventive actions to reduce occurrence of sexual misconduct at workplace. Sexual Harassment is also associated with lower job satisfaction for journalists (Zia et al., 2016), nurses (Shaikh, 2014), female blue-collar workers (Schickman, 1996), salespeople (Fine et al., 1994) and university faculty (Eric et al, 1996).

“Based on the above literature & discussion the following hypothesis is proposed.”

*H3: “Sexual harassment has a negative relationship with job satisfaction.”*

### **Organizational Commitment**

If the organization is not taking any preventive actions or is not implementing any rules and regulations to deal with the menacing issue of sexual harassment at workplace then the employees will blame not only the harassers but also the organization for such incidents and it will eventually lead to lower commitment towards organization (Williness et al., 2007).

Following Fitzgerald et al. (1997) who proposed the model of sexual harassment, (Glomb et al. (1997) has used the same model in his research but integrated ambient sexual harassment in the model as it had not been examined before and explained the effects of sexual harassment on all the other employees who were not the direct target of sexual harassment such as, coworkers. This integration showed that ambient nature of sexual harassment will also have the same effect

on other employees as that of the victims. For example, female colleagues who were aware of the sexual harassment cases of their coworkers felt powerless as they were unable to help their colleague and concerned that they will also become the next object of such harassment. All this results in lower productivity at work and lower organizational commitment which in turn leads to work or job withdrawal.

The adverse effects of sexual harassment within the organizational settings has been examined by Haruna et al. (2016) according to his research sexual harassment not only have an effect on the mental and physical health of the employees but also on their work productivity and lowers their commitment toward the organization.

International Labor Organization (2011) stated that “sexual harassment has adverse effects for organization as it lowers the employee commitment towards the organization, which in turn lowers the job performance of an employee, affecting the productivity. Therefore, it should be of utmost importance for organizations to provide healthy working environment for the welfare of their employees by taking preventions”.

Vicki (1998) also identified the effects of harassment which include; stress, tension, lower productivity, lower organizational commitment and lower morale of the employees. It was also highlighted that women might suffer from financial losses after being harassed because they might quit the job or become less committed towards their job. Moreover, the goodwill of the company is at stake due to sexual harassment.

The direct negative relation between harassment and organizational commitment has also been observed by (Loy & Stewart, 1984; Markin, 2008).

Law (2011) studied that sexual harassment is a major problem in the United States military. “According to the research more than seventy percent active duty women in military

have reported behavior of sexual harassment which includes hearing sexual jokes, uncomfortable and unwanted touch and they were asked out for dinner dates”. Relationship of sexual harassment with job satisfaction and organizational commitment has been checked in this research. The results illustrate that sexual harassment has an inverse relationship with job satisfaction and organizational commitment. It was also discovered that incidents of harassment will lead to lower job satisfaction and low commitment towards the job.

“In the light of the above literature & discussion following hypothesis is proposed.”

*“H4: Sexual harassment has negative relationship with organizational commitment.”*

### **Presenteeism**

As discussed below, presenteeism is now a topic of interest for organizational researchers. However, its role as a consequence of sexual harassment, rather surprisingly, has not been examined in Pakistan.

Presenteeism is defined as “A state when a person is present at work even when he is not fully functional that is despite being mentally or physically ill. Presenteeism is costly and harmful for the organization as compared to its counterpart, absenteeism because the person is present at work physically but not mentally” (Biron et al., 2006).

According to Hemp (2004) the problem of presenteeism is very serious as it is not apparent like absenteeism in which you know when someone does not show up for work but in presenteeism one often can't tell how much stress, mental or physical illness is affecting an

employee's performance and productivity at work therefore, "Presenteeism is one of the worst enemies of an organization" (Schaefer, 2014).

Macgregor et al. (2008) stated that stressful events in personal or professional life both lead to either presenteeism or absenteeism, both of them are indicators of workplace productivity, and have been negatively related to job performance. Employees these days are substituting absenteeism with presenteeism which is more damaging for the well-being of an organization.

Cho et al. (2016) investigated the association between presenteeism and various psychosocial factors including sexual discrimination, bullying, physical violence etc. within workplace. The study reveals that all factors have statistically significant positive relationship with presenteeism. Presenteeism, in turn, has an unconstructive impact on the productivity of the employees which further lead to the behavior of work withdrawal and incur high cost for the company.

"Those employees who have serious health conditions like heart conditions, sciatica etc. are more likely to engage in absenteeism on the contrary those employees who have psychological/mental issues will engage in the behavior of presenteeism"(Workplace Mental Health Promotion, 2015).

Johns (2009) stated that absenteeism means that you are absent from work, but presenteeism is gaining more importance now. The study claims that presenteeism mean that you are present at work even when you are ill or upset and it has more serious consequences on the work productivity as compared to absenteeism and it also damages the quality of work so the cost of presenteeism is much higher to the organization as compared to absenteeism.

Gosselin et al. (2013) stated that in old days it was assumed that if an employee is showing up at work he is contributing well to the organization but now the measures have changed as presenteeism that is showing up at work despite not fully functional is more prevalent than its counterpart absenteeism. A comparative analysis of absenteeism and presenteeism is done in the study. The findings revealed that if an employee have greater responsibility at work, conflicts with other employees/boss, limited support from peers, stress then he is more likely to engage in the behavior of presenteeism on the contrary, if an employee has less responsibility, peer support he will engage in the behavior of absenteeism. The effects of individual factors like stress have also been evaluated, it is found that stress has a close link to presenteeism as compared to absenteeism because a person who is not physically ill but under emotional stress will show up at work but will not be able to perform fully.

In a research conducted by Grandpierre & Cibereova (2006) the antecedents and effects of presenteeism were analyzed. Attendance, work pressure and factors related to work were assessed and the effect of presenteeism on workplace productivity was studied. The results found that presenteeism has inverse relationship with workplace productivity causing much productivity loss and work withdrawal.

Sexual harassment leads to many negative consequences for the victims (Gutek et al., 1993; Kyu & Kanai, 2003; Schneider et al., 1997; Connell & Korabik, 2000; Pina & Gannon, 2010; Markin & Shah, 2014).Based on the above literature of presenteeism it can be argued that sufferers of sexual harassment are liable to be subjected to the phenomenon of presenteeism. The following hypothesis is proposed on the logic that even if the nurses are harassed, yet they cannot engage in absenteeism due to the sensitive nature of their job (taking care of the patients). Therefore, even if they are not feeling fully functional still they might be under pressure by the organization to be on the job hence, observing presenteeism.



“In the light of the above literature & discussion following hypothesis is proposed.”

*H5: “Sexual harassment has a positive relationship with presenteeism.”*

### **Job Withdrawal**

Hutagalung & Ishak (2012) examined the effects of sexual harassment of female employees working in three large universities of Malaysia. The relationship between “sexual harassment, job satisfaction and stress” has been measured in the study. The findings of the research showed that more than fifty percent of the respondents between the ages of twenty six to thirty nine years have experienced sexual harassment in Malaysian universities. It further revealed that sexual harassment leads to lower job satisfaction and high level of stress among the employees due to which the organizations suffers from high productivity cost. Moreover, in most of the cases of sexual harassment job satisfaction will further lead towards job withdrawal which produces its own set of the costs for the company. Therefore, it was suggested that proper measures should be taken at workplace to keep a check at the incidents of sexual harassment and proper investigation and disciplinary action should be taken, as any negligence will have an impact on the productivity of the organization and result in job withdrawal.

If proper measures are not defined to prevent and manage cases of sexual harassment, it can lead to high financial cost to the organization as people who are harassed will engage in work withdrawal. Working in a hostile work environment can have negative outcomes for the employees and overall for the firm (Rubino & Cortina, 2007).

Stockdale (1996) focuses on the factors which lead to sexual harassment and their consequences. The study suggested that there are multiple consequences of sexual harassment.

Five broad consequences were discussed namely health conditions of the employees, litigation, working attitude, work withdrawal and job withdrawal. The author mentioned that sexual harassment not only has a negative impact on the wellbeing of the employees but also, it can lead to lower productivity. The findings of the study showed that all those employees who have experienced sexual harassment at workplace have shown some signs of poor physical and mental health conditions therefore, a decrease in employees' job satisfaction and low organizational commitment due to sexual harassment can lead towards the behavior of work withdrawal (like absenteeism, work delay, avoidance of a particular task) and all this will eventually cause a decrease in the performance of the employees and job withdrawal.

Moreover, the relationship between sexual harassment, job satisfaction and organizational commitment and job withdrawal has been observed in several other studies (Hulin et al., 1997; Fitzgerald et al., 1997; Williness et al., 2007).

“In the light of the above literature & discussion following hypotheses have been proposed.”

*H6: “Job satisfaction has a negative relationship with job withdrawal.”*

*H7: “Organizational commitment has a negative relationship with job withdrawal.”*

### **Work Withdrawal**

Schneider et al. (1997) discussed the effects of sexual harassment on job related factors and psychological health of the employees. The sample size for the study was the female employees working in private schools and universities. The findings revealed that sexual harassment has a negative effect on both job related factors and psychological health factors.

Incidents of sexual harassment in an organization will lead to behavior of work withdrawal (absenteeism, unfavorable job behavior, fatigue and a feeling of helplessness) and job withdrawal.

Fitzgerald et al. (1997) discuss about the “antecedents and consequences of sexual harassment at workplace.” The consequences include job satisfaction, psychological conditions, health condition, job withdrawal and work withdrawal. Moreover, the moderating effect of personal vulnerability and response style of the victims has been studied. The respondents for the study were females working in large organization. The relationship between health conditions, health satisfaction, job withdrawal and work withdrawal were investigated. The findings of the study showed that poor health conditions such as headache, nausea etc. or poor psychological conditions such as tension, anxiety, depression due to sexual harassment lead to poor productivity at work and eventually the employee will indulge in the behavior of work withdrawal and job withdrawal. Therefore, it can be concluded that low satisfaction at one’s workplace will lead to high turnover intentions and high work withdrawal behavior.

In another study the causes and effects of sexual harassment on female employees has been checked. The respondents for this study were female teachers working in primary and secondary schools of Nigeria. The findings of the study showed that most of the respondents who experienced sexual harassment at workplace were junior faculty. The results further exposed that sexual harassment has an unpleasant effect on psychological health of the employee such that it lowers their morale, organizational commitment and productivity and eventually leads to work withdrawal. The author mentioned in the paper that women play a major role in the economic well-being of the country so they must be provided with a secure and stable working

environment free of sexual harassment. Therefore, the organizations should introduce strict rules and regulations against any inappropriate behavior in the workplace (Haruna et al., 2016).

Fitzgerald et al. (1997) examined the consequences of sexual harassment. The study revealed that sexual harassment has negative relationship with job satisfaction and organizational commitment which, in turn, lead towards the behavior of work withdrawal.

“In the light of the above literature & discussion the following hypotheses are proposed:”

*H8: “Job satisfaction has negative relationship with work withdrawal.”*

*H9: “Organizational commitment has negative relationship with work withdrawal.”*

*H10: “Presenteeism has positive relationship with work withdrawal.”*

## **Moderator**

### **Marital Status**

The effect of marital status on sexual harassment has been discussed in literature before. In a study conducted by Christian & Phin (2017) the relationship between sexual harassment and marital status among athletes was examined. The study revealed that single women are more likely to be the target of sexual harassment as they are considered to be easily approachable, whereas married women are considered beyond approach as it is deemed culturally immoral to harass them.

Other researchers such as: (Coles, 1986; Lach & Gibbs, 1993; Adikaram, 2017) also reported that marital status and sexual harassment has a strong correlation these findings are also

in consistent with another study that was conducted by Johnson (1994) where it was discovered that single or divorced women are more frequently targeted than married or widowed women.

Fitzgerald et al. (1997) suggested that personal vulnerability factors such as (marital status, organizational status, prior history of sexual harassment) have a strong correlation with sexual harassment and its consequences. Based on the above literature moderating effect of marital status on sexual harassment consequences is examined in the current research.

“In the light of the above literature & discussion the following hypotheses are proposed.”

H11: “Marital Status will moderate the relationship between sexual harassment and job satisfaction.”

H12: “Marital Status will moderate the relationship between sexual harassment and organizational commitment.”

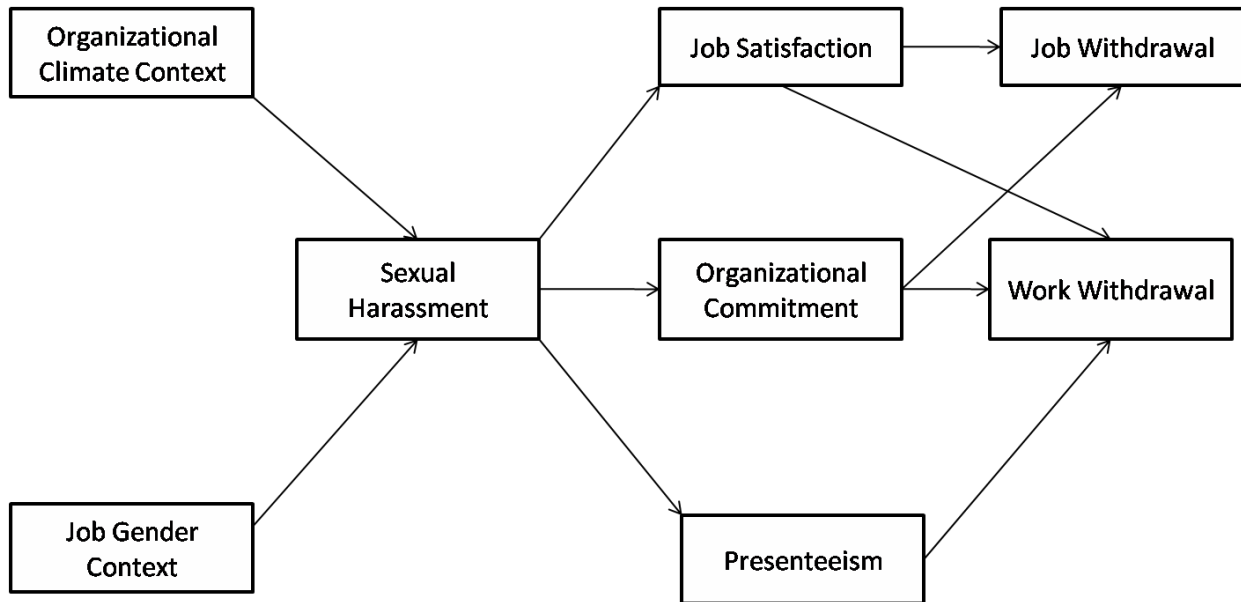
H13: “Marital Status will moderate the relationship between sexual harassment and presenteeism.” Literature review summarizing variables is shown in table 1 in appendices.

## **2.4 Theoretical Framework**

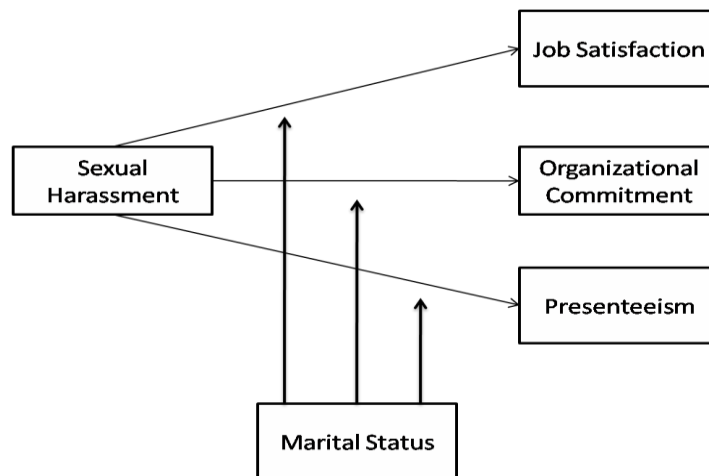
A schematic figure of all the variables involved in this study is given below (see figure 1 and figure 2). According to this framework there are two main antecedents that are responsible for sexual harassment at workplace one of them is organizational tolerance for sexual harassment and second one is job gender context. The correlation of these two organizational antecedents with sexual harassment is examined. Moreover, the model is intended to unveil the work related consequences such as “job satisfaction, organizational commitment, presenteeism, job

withdrawal and work withdrawal” due to sexual harassment. A summary of the hypotheses is shown in table 2.

**Figure 1 Theoretical Framework Model**



**Figure 2 Moderation Model**



**“Table 2: Summary of Hypotheses”**

<b>Hypotheses</b>	<b>Description</b>
<b>H1</b>	“There is positive relationship between organizational climate and sexual harassment.”
<b>H2</b>	“There is positive relationship between job gender context and sexual harassment.”
<b>H3</b>	“There is negative relationship between sexual harassment and job satisfaction.”
<b>H4</b>	“There is negative relationship between sexual harassment and organizational commitment.”
<b>H5</b>	“There is positive relationship between sexual harassment and presenteeism.”
<b>H6</b>	“There is negative relationship between job satisfaction and job withdrawal.”
<b>H7</b>	“There is negative relationship between organizational commitment and job withdrawal.”
<b>H8</b>	“There is negative relationship between job satisfaction and work withdrawal.”
<b>H9</b>	“There is negative relationship between organizational commitment and work withdrawal”
<b>H10</b>	“There is positive relationship between presenteeism and work withdrawal.”
<b>H11</b>	“Marital status will moderate the relationship between sexual harassment and job satisfaction.”
<b>H12</b>	“Marital status will moderate the relationship between sexual harassment and organizational commitment.”
<b>H13</b>	“Marital status will moderate the relationship between sexual harassment and presenteeism.”

### **3.1 Methodology**

The methodology adopted for research is discussed in this section. The basic aim of the research is to find out the impact of organizational antecedents on sexual harassment and the impact of sexual harassment on job related consequences in the health care sector of Pakistan. Based on the previous literature a theoretical model and hypotheses have been developed in chapter 2. This chapter outlines “the research approach, research design, data collection method, sample size, instrument used and statistical analysis tools.”

### **3.2 Research Approach**

“Every research has a research paradigm which is a set of general agreements and beliefs about how the research problem should be understand and address” (Kuhn, 1962).

Guba (1990) has noted that “research paradigm can be characterized on the basis of their ontology (what is reality), their epistemology (how do you know something), theoretical framework of the research and methodology”.

There are two basic research paradigms namely, positivist or objectivist and interpretive or naturalist (Uduma & Waribugu, 2015). Positivist approach is empirical quantitative and interpretive approach is qualitative (Mackenzie & Knipe 2006).



Positivist approach is also sometimes referred to as scientific research. It focuses that research should be measure through objective method instead of relying on intuitions. The data collection in positivist approach is numerical that is measurable. The data is collected through survey and is analyze by using various statistical tools. Whereas, in interpretive the data collection is qualitative, the main aim of the interpretive research is to interpret and describe the phenomena under study (Mackenzie & Knipe 2006).

The main focus of the current research is to study the impact of the job related antecedents on sexual harassment and to find out the relationship between sexual harassment, job satisfaction, organizational commitment, presenteeism, work withdrawal and job withdrawal; a theoretical framework of antecedents and consequences of sexual harassment is generated and in order to check the significance of the hypotheses positivist approach is used in this study.

Moreover, there are two theoretical research approaches used in a research to reach to a conclusion namely, deductive and inductive. Deductive is from general to specific i.e. “collecting a data and based on that data collection analysis, reach to a conclusion Whereas, Inductive is from specific to general i.e. drawing a conclusion from unknown premises” (Sekaran, 2000).

In this research primarily deductive reasoning method is used by developing hypotheses from previous literature, development of research scale/instrument, data collection and analysis to test the hypotheses.

### **3.2.1 Research Design**

Research design refers to “the overall strategy that a researcher adapts to amalgamate different constructs of the study in an articulated and logical manner. It is a framework; created to get hold of the research questions” (Cooper and Schindler, 2001).

According to (Kerlinger, 1986 as cited in Ditsa, 2004) “research design is a plan and structure of investigation used to obtain answers to the research questions.”

The three major types of research design which are mostly used are “exploratory research, descriptive research and causal research” (Cooper and Scheindler, 2001).

Exploratory research is used for preliminary data collection, to gain further insight of the research problem and then generates hypothesis after systematic review of the previous literature (Zikmund, 2000). In this study exploratory research has been done in chapter 1 where the main objective of the research is mentioned and in chapter 2 where detailed review of the previous literature is done which leads to hypothesis development, theoretical framework development, variables identification and their relationship to the central construct.

Descriptive research answer questions like what, who, where, when and how (Zikmund, 2000). In this study descriptive analysis (frequencies, percentage, mean and standard deviation) has been used to determine the demographic characteristics of the respondents.

In order to find out causal relationship among the variables explanatory research is used that is also referred to as causal research (Malhotra, 2011; Zikmund, 2000).

The starting point of this research is exploratory research starting with the main research problem which is “Is there any significant relationship between sexual harassment organizational antecedents and its consequences? The research question is followed by literature review and theoretical framework. Exploratory research is followed by descriptive and then explanatory research to explore the relationship between the variables.

**Table 3: Research Approach Used In Current Research**

Research Philosophy	Positivist
Research Strategy	Quantitative
Time Horizon	Cross- Sectional
Data Collection Method	Survey
Data collection time span	3 months approximately
Sampling technique	Non probability sampling

### **3.3 Sampling Strategy**

#### **3.3.1 Population**

According to (Zikmund, 2000) target population is a larger set of population having common set of characteristic and a subset of this target population is sampling. Sampling process involves using subsets of the population to make conclusion regarding the whole population. As the sector under study is health care therefore, all the nursing staff working in hospitals is the population of this study.

### **3.3.2 Sampling Size**

By looking at the literature it has been observed that studies employing sexual experience questionnaire as their research instrument have used a varied sample size.

In the previous studies sample size taken ranges from 60 respondents (York, 1989) to 833 respondents (Sandy & Cortina, 2005). Sample size in most of the previous researches was between 60-350 respondents. Thus for my research I have taken a sample size of 370 respondents.

For the current study non probability sampling is used. Non probability sampling is defined as “a sampling technique where every element in the population has not given equal chance of being selected in-fact each element has unknown probability of selection” (Zikmund, 2000). Non probability sampling technique used for the research is convenience sampling. Convenience sampling denotes to gathering the data from those respondents who are easily available and approachable.

### **3.3.3 Consent of the Respondents**

The respondents in the survey were completely voluntary. The participants were well-versed about the objective of the research and survey prior to the data collection. No information was withheld from respondents and they were also briefed about absolute freedom of refusing to participate at any point before the questionnaire is complete.

Age and marital status are the only personally identifiable information that is involved in the research. Participants were strongly discouraged in providing their names on the

questionnaire and due to privacy concern and sensitive nature of the research the names of the hospitals cannot be revealed.

### **3.3.4 Time Horizon**

The study is survey based, with no deviation from commonly accepted procedures or methods. Data collection method is self-administered and the time horizon is cross sectional. Cross sectional means that the collection of the data is done at a single time period. The data was collected in three months. Each respondent was contacted only once for the entire study.

### **3.4 Survey Instrument**

There are total of forty-five items in the questionnaire. The duration to complete the questionnaire was 15 to 20 minutes or as long as it takes by the respondent to fill the questionnaire.

It was a close ended questionnaire, considering the sensitivity of this topic and socio cultural background in Pakistan the response rate could have been significantly low if any open-ended questions were incorporated as open-ended questions have a need of writing answers rather than simply selecting certain option and a respondent could be marked out based on the hand writing in open ended questions. Furthermore, it might be traumatic for the respondents to answer questions in detail.

### **3.4.1 Questionnaire Development and Description**

“A scale is defined as series of items that are arranged in a continuous manner. The basic purpose of scaling is to characterize where an event or an item is placed in the continuum spectrum” (Zikmund, 2000).

The scales used in this study are “nominal and ordinal.” Nominal scale refers to labeling of variables. It’s the simplest of all scales. Demographic variables in my research (age, education, job experience, basic pay scale and marital status) are measured through nominal scale.

Likert scale is used for this research which is an ordinal scale. Ordinal scale is a scale that arranges items/alternatives based on their magnitude. Likert scale requires the respondents to select one option based on their level of agreement with the given question.

According to Zikmund (2002) the rule of measurement is to assign rating scale between 1-7. Therefore, a 5 point Likert scale is used for this study and all the 8 constructs are measured on a 5 point Likert scale.

Data collection is done through self-administered questionnaire. The Questionnaire is divided in to 5 sections. The first section asks about information needed to help with statistical analysis of the survey. The second section asks about work settings in terms of respondent’s present job. The third section asks about respondents own conformity about unwanted and uninvited sexual harassment and asks job related questions in the context of sexual harassment. The fourth section asks if there are some actions which might be taken by their organization in an effort to reduce sexual harassment. The fifth section asks about how does sexual harassment affects the respondents in terms of the job related constructs.

## **Measures**

### **Organizational Climate Context**

The two main antecedents of sexual harassment in the current study are organizational tolerance and job gender context.

Organizational tolerance climate was measured by five items. Scales used to measure organizational tolerance climate were developed by (Bastian et al., 1996; Estrada et al., 1999) and OTSHI developed by (Hulin et al., 1996) all the items were measured on a 5-point Likert scale.

Sample question is “your organization establishes policies to prohibit sexual harassment at workplace?”

### **Job Gender Context**

The second organizational antecedent is job gender context. It is measured by three items. Scale used to measure job gender context was adapted from US department of defense survey report (Bastian et al., 1996) & the same items were used by Glomb et al., (1997) to measure the nature of the job. Respondents specified the nature of their job and moreover, the people with which they work during a normal working day, is measured on a 5-point Likert scale.

### **Sexual Harassment**

Sexual harassment was measured by ten items. Two scales were used to measure sexual harassment. The scales used to measure sexual harassment were developed by (Fitzgerald et al., 1997). (SHEQ) sexual harassment experience questionnaire is another scale developed by (Kamal & Tariq, 1991). Participants responded on a 5- point Likertscale.

Sample question is: “your supervisor/boss/sub-ordinate tried to pat on your shoulder while praising your work”.

### **Job Satisfaction**

Job satisfaction was measured by five items, measured on a 5 point Likert scale. Scale used to measure job satisfaction was “Minnesota Satisfaction Questionnaire (MSQ) short version” developed by (Weiss et al., 1967) the same scale was used by (Martin & Procena, 2012). Sample question is “Are you satisfied with the present working conditions of your job?”

### **Organizational Commitment**

Organizational commitment is also measured on a 5-point scale Likert scale, six items are used to measure organizational commitment. It is measured by two scales which are “organizational commitment questionnaire” developed by (Mowday et al., 1979) and the other one is organizational commitment scale (Meyer & Allen, 1990). Sample question is “You would accept any type of job assignment in order to keep working for this organization?”

### **Presenteeism**

Stanford presenteeism scale (SPS 6) is used to measure presenteeism. Presenteeism is measure by three items on a 5-point Likert scale. Sample question is “At work you were able to focus on achieving your goals despite stress or anxiety (due to sexual harassment)”.



### **Job Withdrawal**

Job withdrawal is measure by three items on a 5-point Likert scale. Job withdrawal was measured by turnover intention scale developed by (Mobley et al, 1978). Sample question is “Did you often think about quitting your present job?”

### **Work Withdrawal**

Work withdrawal was measured on 5-point Likert scale, five items were used to measure work withdrawal. Scales used to measure withdrawal were developed by (Hanisch and Hulin, 1990, 1991; Hay & Elig, 1995, Bennett, 1999). Sample question is “Did you take an additional or a longer break than is acceptable at your workplace?”

“A summary of the constructs is shown in table 4 in appendices.”

### **Demographic variables**

Age: Respondents select any of the age bracket given in the options.

Education: Respondents selected one of the options diplomas, bachelors or masters.

Job experience: Respondents selected any of the given options.

Basic pay scale: Respondents select any of given options grade 17 and below, 18 and above

Marital Status: Respondents choose one of the options single, married, divorced, and separated

### **3.5 Pilot Study**

Pilot study was done in order to check the feasibility and understanding of the questionnaire. In order to check the language of the items is understandable and comprehensible the questionnaire was checked by the matron and based on her feedback a few questions related to sexual harassment were dropped from further analysis as according to matron the wording of those questions were not appropriate and might have resulted in response biasness. The nurses who were contacted had either diploma in nursing or license practical nursing diploma (LPN) (two years program); Generic BSN (nursing) degree (four years program) or post registered nursing BS (one to two year degree Program)/Masters in nursing. Moreover, it is clearly mentioned to pass English language test in the standard template of BS four years nursing program so all of the respondents have basic understanding of English language. 50 questionnaires were floated and the pilot study shows that all the respondents were able to understand the questionnaire easily on the basis of the results of this study the questionnaires were floated to the final sample size of three hundred and seventy respondents.

### **3.6 Data collection**

After getting the satisfactory results from the pilot study 370 questionnaires were floated to three tertiary hospitals in Lahore. 247 respondents out of 370 have filled the complete questionnaire. Self-administered data collection method is used for the current research. The data was gathered from the nurses who were under the age bracket of 20-45 years. The target respondents preferred for this research have adequate understanding of written English and can give written responses in English too and have either: 1) diploma in nursing or license practical

nursing LPN (two years' program), 2) generic BSN degree (four years program), 3) masters in nursing or post registered nursing (RN) BS (one to two year degree Program).

Approval to conduct the research was taken from the medical superintendent (MS) of the selective hospitals in Lahore. Once the permission has been provided the medical superintendent informed the matron to allow me to conduct the research. A superintendent/matron of the nursing staff administration was well aware at the time of the data collection in order to ensure that the rights of the respondents are being protected; the questionnaire was circulated to the nurses in their workplace during the regular working days.

The respondents were explained the details of the questionnaire and in case if there was any confusion or ambiguity, I was there to address the concern right there and then. The self-administered data collection technique helps to reduce the response biasness the respondents were requested to fill the entire questionnaire in privacy, eliminating the influence of others. This procedure has ensured greater response rate. The researcher requires direct contact with the study participants in person. This study does not involve behavioral observation.

Moreover, as the nature of the research is sensitive that is why all the respondents were assured that the information they are providing will be used for research purpose and for the purposes of the survey. Only group statistics will be reported all their personal details will remain confidential. Questionnaire with more than one missing value of a construct were discarded. So the questionnaires finally used for research were 247. Response rate 66.7%. The response rate of the research shows that those respondents who have filled the complete questionnaire they have been harassed sometimes in the last 2 years.

### **3.7 Data Analysis Tools and Techniques**

Two statistical software packages are used for data analysis.

- 1) SPSS (Statistical Package for the Social Sciences)
- 2) AMOS (Analysis of a Moment Structures)

The data is transferred to SPSS in terms of coding, missing values are treated. Descriptive statistics in SPSS is used to summarize the detailed description of the demographic profiles of all the respondents in terms of frequency, percentage, mean and standard deviation.

AMOS is statistical software that is used for structural equation modeling, confirmatory factor analysis and path analysis. It is also used for the model fit analysis and to access the validity, reliability of the constructs and the significance of the purposed hypotheses.

#### **Data interpretation**

Tables are used for ease of interpretations of the results produced from SPSS and AMOS.

### 4.1 Descriptive Statistics

“Statistical package for the social sciences software” (SPSS) is used for the descriptive analysis of the demographic variables. The basic summary of the data set can be done through descriptive analysis (Trochim, 2006). Frequency distribution is done to summarize and describe the data. Demographic variables included age, marital status, education, job experience and basic pay scale.

**“Table 5: Descriptive Statistics”**

	N	Mean	Std. Deviation
Age	247	2.0445	.92065
MS	247	1.3806	.48651
Edu	247	1.6478	.59249
Exp	247	1.9838	.91938
BPG	247	1.3198	.46736
Valid N (listwise)	247		

## Age

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-25	80	32.4	32.4	32.4
26-30	95	38.5	38.5	70.9
31-35	53	21.5	21.5	92.3
36-40	19	7.7	7.7	100.0
Total	247	100.0	100.0	

Respondents' data showed that 32.4% of the respondents fall in the age bracket of (20-25 years), 38.5% of the respondents fall in the age bracket of (26-30 years), 21.5% of the respondents fall in the age bracket of (31-35 years) and 7.7% of the respondents fall in the age bracket of (36-40 years). The mean age is 2.044 with the standard deviation of .9206 (refer to table 5). The analysis show that majority of the respondents almost 71% were below the age of 30 and 29% were above 30. It shows that young nurses are most vulnerable to sexual harassment at workplace. According to Mackridge (2016) young employees are soft target for sexual harassment as they have less experience and are new to the world of work therefore; they are exploited more as compared to older employees.

## Marital Status

Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Single	153	61.9	61.9	61.9
Married	94	38.1	38.1	100.0
Total	247	100.0	100.0	

Marital status has a strong correlation with sexual harassment and those women who are single are more prone to sexual harassment (Christian & Phin, 2017). Married women are less likely to be harassed as compared to their other marital categories single, divorced, separated (Lee & Gibson, 2004).

A detailed analysis of the marital status of the respondents is shown in the above table. The results show that 61.9% of the respondents were single and 38.1% were married. The mean of the marital status is 1.3806 and the standard deviation is 0.486 (Refer to table 5). By looking at the results it can be interpreted that single women are more exposed to sexual harassment as compared to the married women.

## Education

	Frequency	Percent	Valid Percent	Cumulative Percent
License	102	41.3	41.3	41.3
Bachelors	130	52.6	52.6	93.9
Valid Post BS/ Masters	15	6.1	6.1	100.0
Total	247	100.0	100.0	

Educational detail of the respondents shows that 41.3% have license practical nursing, 52.6% have bachelor's degree and only 6% have post BS diploma or master's degree. The mean of education is 1.647 and standard deviation is .592 (refer to table 5). The results show that those who have lower level of education are more often the target of sexual harassment.

Sexual harassment have a strong relation with education as well those employees who are less educated have lower social cultural power and are more prone to sexual harassment as compared to those employees who have strong educational background (Merkin, 2012).



## Job Experience

Job Experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-5 years	87	35.2	35.2	35.2
6-10 years	96	38.9	38.9	74.1
11-15 years	45	18.2	18.2	92.3
16 and above	19	7.7	7.7	100.0
Total	247	100.0	100.0	

Job experience descriptive analysis shows that 35.2% of the respondents have an experience of 1 to 5 years, 38.9% have experience of 6 to 10 years, 18.2% have an experience of 11 to 15 years and only 7.7% of the respondents have experience of above 16 years. The results show that majority of the respondents almost 75% have experience of 1 to 10 years and 25% have experience of 11 years and above. The mean of job experience is 1.98 and standard deviation is .919 (refer to table 5). It depicts that those respondents who have lower job experience are more manipulated based on their lack of experience and knowledge.

## Basic Pay Scale

Basic Pay Scale

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Grade 16 below	168	68.0	68.0	68.0
Valid Grade 17 above	79	32.0	32.0	100.0
Total	247	100.0	100.0	

The detailed analysis of the basic pay grade analysis shows that 68% of the respondents have basic pay scale of grade 16 and below and 32% have basic pay scale of grade 17 and above. The mean is 1.31 and the standard deviation is .467 (refer to table 5). It depicts that those employees who are below grade 16 are more likely to be the victim of sexual harassment as compared to those employees who are at higher level of organizational hierarchy so employees of lower basic pay scale will be exposed to more sexual harassment as compared to employees of high basic pay scale.

## **4.2 Reliability Test**

### **4.2.1 “Cronbach’s Alpha Reliability”**

In order to measure the reliability of the questionnaire a reliability coefficient by the name of Cronbach’s alpha has been used. It was developed to check the internal consistency of multiple item scale (Peterson, 1994). Internal consistency means that all the items are measuring the same construct (Howard, 2001). The value of Cronbach’s alpha lies between 0 to 1 and a value closer to 1 show that the scale has excellent internal consistency.

Nunnally (1967) proposed the value for Cronbach’s alpha to be acceptable is 0.6 and above. In 1978 he changed this value to 0.7 without any justification (Nunnally, 1978). In another study by Peterson (1994) a value of 0.7 was considered as acceptable.

Hair et al. (2010) also stated that for exploratory research the cutoff point for Cronbach’s alpha to be acceptable is 0.6. Therefore, the standard cutoff point chose for this study is 0.7.

The results in the table below show that the internal consistency for all the constructs fell within the range. Organizational tolerance context has Cronbach’s alpha value of 0.840, job gender context has 0.700, for sexual harassment it is 0.800, job satisfaction has a value of 0.840, organizational commitment has 0.833, presenteeism has 0.715, and work withdrawal has 0.801, job withdrawal has 0.807. All the constructs have a value of 0.7 and above which validates the reliability of the scale.

Once the reliability of the scale is confirmed the data is transferred to AMOS for further analysis.

**Table 6: Reliability Statistics**

<b>Variable</b>	<b>Reliability <math>\alpha</math></b>
Organizational Climate/Tolerance Context	<i>0.840</i>
Job Gender Context	<i>0.700</i>
Sexual Harassment	<i>0.800</i>
Job Satisfaction	<i>0.840</i>
Organizational Commitment	<i>0.833</i>
Presenteeism	<i>0.715</i>
Work Withdrawal	<i>0.801</i>
Job Withdrawal	<i>0.807</i>

### **4.3 IBM SPSS AMOS**

Amos software is used to do structural equation modeling (SEM). SEM has two parts “confirmatory factor analysis (CFA) and path analysis.”

#### **4.3.1 Structural Equation Modeling**

Structural equation modeling (SEM) is used for this research. Structural equation modeling is an advanced statistical technique which is used in measuring items for various constructs. “Structural equation modeling (SEM) is a combination of confirmatory factor analysis and path analysis” (Hox & Bechger, 1998) .The main reason for using the structural equation modeling is; it uses multivariate techniques and provides general framework for data analysis

and also comprehensively access the relationship among various variables. The biggest two advantages of structural equation modeling are; 1) it clearly access measurement error whereas, other multivariate statistical techniques unintentionally ignore it and 2) model fit analysis is another pro of SEM where model can be evaluated against the data for fit (Hox & Bechger, 1998).

The theoretical framework in the current study consists of eight variables. The network relationships of exogenous and endogenous variables are explained by the directional arrows in the theoretical framework (see figure 1).

#### **4.3.2 Confirmatory Factor Analysis**

A statistical technique named confirmatory factor analysis (CFA) has been done it's a powerful tool which is used to check that the relationship between latent constructs and observed variables and it also depicts how well the model fits the data (Santor, 2011). CFA has an advantage over other statistical techniques because of multivariate analysis. It can measure unidimensionality, model fit indices, reliability and validity of the latent constructs (Awang, 2012).

### 4.3.3 Model Fit Analysis

There are numerous fit indicators that are used by researchers to assess the model fit. Some of the most popular fit indices are “goodness of fit index, comparative fit index, normed fit index, root mean square error of approximation, chi square goodness of fit” (Hooper et al., 2008).

#### Indices of Fit

Shorthand	Index of Fit
GFI/AGFI	“Goodness of Fit”
CFI	“Comparative Fit Index”
NFI	“Normed Fit Index”
TLI	“Tucker-Lewis Index”
RMSEA	“Root Mean Square Error of Approximation”
CMIN	“Chi Square”

The fit indices are classified as follows

- GFI/AGFI is used to measure goodness of fit
- RMSEA/CMIN measures discrepancy in model and check for model fit.
- CFI/NFI compare hypothesized model with null model.

### **Good of Fit Index/Adjusted Goodness of Fit Index (GFI/AGFI)**

Goodness of fit index describes the discrepancy between an observed value and the expected values of a statistical model. It is a measure of fit between covariance matrix and hypothesized model (Maydeu-Olivares & Gracia-Forero, 2010). The value of goodness of fit ranges from 0 to 1. The closer the value to 1, better the model. “Goodness of fit index (GFI) is corrected by adjusted goodness of fit (AGFI) and the acceptable range for AGFI is also from 0-1 with a value closer to 1 shows a good fit” (Hooper et al., 2008).

### **Root Mean Square Error of Approximation (RMSEA)**

The root mean square error of approximation (RMSEA) analyzes any discrepancy between “the hypothesized model and the population covariance matrix” (Hooper et al., 2008). The value of RMSEA range from 0-1, if the value is smaller it’s indicates a good fit (Hu & Bentler, 1999). Until the early 1990s a value of RMESA between the ranges of 0.5 to 0.10 indicates a fair fit. However, more recently, a value of RMSEA below or around 0.8 shows a good fit and between 0.9 and 0.10 shows a mediocre fit and a value above 0.10 is a poor fit (McCullum R.C., 1996 as cited in Hooper et al., 2008).

Therefore, for RMSEA to be acceptable the value should not be greater than 0.09. Ideally it should be less than 0.09.

### **Chi Square Goodness of fit (CMIN)**

“The chi square goodness of fit (CMIN) is another measure to check for goodness of fit, it also assesses the discrepancy in model” (Hu & Bentler, 1999 as cited in Hooper et al., 2008). The cut off points are value from 1 to 3, but value as high as 5 is acceptable as well (Wheaton et al, 1977).

### **Comparative Fit Index (CFI)**

The statistics of comparative fit index (CFI) assumes that “all the latent variables are uncorrelated and compares the null model with the sample covariance matrix. The value for CFI also ranges from 0-1 with a value closer to 1 indicates a good fit” (Hooper et al, 2008).

### **Normed Fit Index**

Normed fit index (NFI) is used to compare null model with the hypothesized model (Bonett & Bentler, 1980). It is calculated by finding the difference between the chi square of the hypothesized and null model, cut off point for NFI ranges from 0-1 and value closer to 1 indicates a good fit (Hooper et al., 2008). However, if there is any biasness in the results of NFI it can be corrected by the (NNFI) non-normed fit index which is also known as the (TLI) Tucker- Lewis Index (Tucker, 1973). The cut off point for TLI also ranges from 0-1 (Hu & Bentler, 1998) and a value closer to 1 indicates a good fit (Hu & Bentler, 1999).



### Initial Model Fit Indices

For initial model, the values of model-fit indices were not consistent with the recommended values as it can be seen in the table 7 given below. It depicts that the model need further modifications. Hair et al. (2010) suggested that in order to improve the measurement model drop all those items from further analysis which have factor loadings below 0.50.

**Table 7: Initial Model Fit Indices**

Measure	Name	Cut off for good fit	Value
GFI	Goodness of fit Index	Closer to 1	0.693
CFI	Comparative Fit Index	Closer to 1	0.730
RMSEA	Root mean square error of approximation	Score less than 0.10	0.053
CMIN	Chi square goodness of fit	1-3 is indicative of an acceptable fit.	2.369
NFI	Normed fit indices	Closer to 1	0.616
TLI	Trucker Lewis Coefficient	Closer to 1	0.701

#### 4.3.4 Factor Loadings

In CFA the relationship of each variable to its latent construct is articulated by factor loadings. Standardized regression coefficients represent the factor loadings. Within CFA any item which have low factor loading does not fit the measurement model therefore, it should be

drop (Awang, 2012). Once the items having low factor loadings are dropped model fit values are improved.

drop (Awang, 2012). Once the items having low factor loadings are dropped model fit values are improved.

Hulland (1999) suggested the acceptable range of items that should be dropped must have a factor loading below 0.4. In other study by Chin (1998) he suggested that the items having a factor loading between 0.5 and 0.7 should be accepted. A value of 0.4 to 0.7 should be reviewed before dropping (Henseler & Ringle, 2009 as cited in Rahman, 2014). A cutoff point of 0.4 for factor loadings to be accepted was purposed by Stevens (1992). Whereas Comrey & Lee (1992) suggested a factor loading of 0.3 as poor, 0.45 as fair, 0.55 as good, 0.63 as very good and above 0.7 as excellent. In another study by Hair et al. (2014) a cutoff point of 0.4 was taken as a benchmark.

Factor loadings which are equal/greater than a value of 0.5 shows that some common point of convergence exist (Black, 2010). By looking at the literature the cutoff point chosen for this particular research is 0.5. However, the items were reviewed before dropping. The items are deleted step by step one at a time. The item with lowest factor loading is deleted first then, the model is run again, new standardized coefficients values are checked and the next item having lowest factor loading is dropped from further analysis. This process continues until model fit values improves. All the remaining items have factor loading value greater than 0.5.

Eight items have been dropped from further analysis, the details of the dropped items are as follows; sexual harassment items no 3,4,7,8 and 9 are dropped as all of them have factor loading below 0.5, organizational commitment item no 4 is dropped and work withdrawal item no 1 and 2 are also dropped from further analysis as both have factor loadings below 0.5.

All the remaining items had factor loadings greater than 0.5 and were carried forward for further analysis (Refer to table 8 to see characteristics of the dropped items).

**Table 8: Characteristics of the Dropped Items**

<b>Construct Name</b>	<b>Factor Loadings</b>
SH-SH3	0.420
SH-SH4	0.430
SH-SH7	0.425
SH-SH8	0.359
SH-SH9	0.213
OC-OC4	0.480
WW-WW1	0.350
WW-WW2	0.394

Summary of items dropped from further analysis (having a factor loading below 0.5).

Once all those items having factor loadings below the cutoff point of 0.5 are dropped the measurement model values improve. The parameters of the selected model come out to be GFI=0.822, CFI=0.862, RMSEA=0.072, CMIN=2.285, NFI=0.801, TLI=0.842 all the values are in consistent with the acceptable range which shows that model is fit. A detailed analysis of the working model is given below (Refer to table 9 given below).

**Table 9: Working Model**

<b>Measure</b>	<b>Name</b>	<b>Cut off for good fit</b>	<b>Value</b>
GFI	Goodness of fit Index	Closer to 1	0.822
CFI	Comparative Fit Index	Closer to 1	0.862

RMSEA	Root mean square error of approximation	Score less than 0.10	0.072
CMIN	chi square goodness of fit	1-3 is indicative of an acceptable fit.	2.285
NFI	normed fit indices	Closer to 1	0.801
TLI	Trucker Lewis Coefficient	Closer to 1	0.842

#### **4.3.5 Convergent Validity, Discriminant Validity, Composite Reliability**

Once the adequacy of the factor loadings and model fit indices are checked, validity and reliability of the constructs was also examined.

Reliability means that items should be able to produce same results under the same conditions (Kumar, 2000). Whereas, validity refers to how accurate the research is. According to Kumar (2000) logical and statistical evidence should be used to get validity in a research. The concept of validity was proposed by Kelly (1927) a research is valid if it measures what it is intended to measure.

“Composite reliability, construct validity, convergent and discriminant validity is checked.”

## **Composite Reliability**

The most common ways to check the internal consistency is Cronbach's alpha and composite reliability. Reliability means that the scale is giving the same result after repeated trials. Though Cronbach's alpha is already used to measure the reliability but composite reliability is a better measure citation (Larcker & Fornell, 1981 as cited in Rahman, 2014). The value of reliability lies between 0-1, a value closer to one 0.7 shows higher reliability (Hair, 2014).

A value of 0.6 and 0.7 is acceptable for Cronbach's alpha/ composite reliability to exist (Hamid et al., 2017). According to Hair et al. (2010) a value of 0.7 is acceptable for composite reliability to exist. Larcker & Fornell (1981) also mentioned that the acceptable value for composite reliability to exist is 0.6, so the cut-off point chosen for composite reliability to exist is 0.6.

Composite Reliability > 0.6

## **Construct Validity**

Validity means that an instrument is measuring what it's supposed to measure, It measures the accurateness of the research (Kumar, 2000) There are two aspects of construct validity one is convergent and the other one is divergent. They are used to check the validity of the measurement model. The idea of convergent and discriminant validity was proposed by (Campbell, 1959). There are few measures which are considered to be of utmost importance for measuring reliability and validity. These are "composite reliability, average variance extracted and maximum shared variance or average shared variance."

## **Convergent Validity**

Convergent validity evaluates uniformity among the items which are measuring the same construct. In simple words, it measures how well the items of a construct are related to each other (Chin, 1998). Stephanie (2017) mentioned if a value comes out to be above 0.5 one can claim that convergent validity exists. Average variance extracted is used to measure convergent validity and a value of equal or above 0.4 is acceptable for convergent validity to exist. According to (Richard, 1988; Larcker & Fornell, 1981; Henseler, 2009 & Hair et al., 2014) if average variance extracted is greater than 0.5 convergent validity exists. Therefore, cutoff point for convergent validity to hold is 0.5.

## **Discriminant Validity**

Discriminant validity is used to show that there is no correlation between two variables. The latent constructs which are measuring the relationship are different from each other, not measuring the same thing. In order to check discriminant validity average variance extracted is used and the rule of thumb is that; average variance extracted should be greater the average shared variance or maximum shared variance only then the discriminant validity is confirmed (Hamid et al., 2017).

ASV < AVE

“Square root of AVE greater than inter-construct correlations”

**Table 10: Summary of Reliability and Validity**

<b>Constructs</b>	<b>Composite Reliability</b>	<b>CR Hold or Does not hold</b>	<b>Average Variance Extracted</b>	<b>Maximum Shared Variance</b>	<b>DV Hold or Does not Hold</b>
Job Withdrawal	0.805	Hold	0.579	0.229	Hold
Sexual Harassment	0.830	Hold	0.522	0.129	Hold
Organizational Commitment	0.784	Hold	0.496	0.120	Hold
Job Gender	0.790	Hold	0.557	0.064	Hold
Job Satisfaction	0.839	Hold	0.518	0.263	Hold
Org Tolerance Context	0.847	Hold	0.533	0.230	Hold
Presenteeism	0.791	Hold	0.566	0.180	Hold
Work Withdrawal	0.822	Hold	0.560	0.017	Hold

The above table shows a detailed description of the validity and reliability of the research. For composite reliability to exist the values should be greater than 0.6. The composite reliability holds as all the values in the above table have values  $> 0.6$ , lies between 0.7 to 0.880.

Average variance extracted is used to measure convergent validity and the cut off point for convergent validity to exist is 0.5 and above ( $AVE \geq 0.5$ ). All of the values of average

variance extracted (AVE) in the table above have values greater than 0.5. Therefore, convergent validity exists.

For discriminant validity to hold maximum or average shared variance should be lesser than average variance extracted. The table above shows that all the values of maximum shared variance are less than average variance extracted therefore, discriminant validity holds.

$MSV < AVE$

Or

$ASV < AVE$

#### **4.4 Path Analysis**

“Path analysis is an extension of multiple regression analysis. It is used to evaluate the relationship between exogenous and endogenous variables” (Wright, 1934). Path Analysis specifies relationships between observed variables, which could be independent and dependent. Path analysis is also used to find out the magnitude and significance of the hypotheses (Suhr D. , 2008). On the basis of the significance level hypotheses are accepted or rejected. Path Diagram is used to explain the path analysis. For testing the hypothesis in the current study path analysis has been used. P value is used to check the significance of the hypotheses. The rule of thumb is if p value is less than 0.05 it provides an evidence for significant relationship i.e. reject the null hypothesis and accept the alternate hypothesis and if the p value is greater than 0.05 it provides an evidence for insignificant relationship so accept the null hypothesis and reject the alternate hypothesis (Field, 2009). In order to determine the impact of independent variables on dependent variable standardized regression weights are used. Beta estimates are used to check the



magnitude of one variable on another. A positive standardized regression weight shows positive relation between two variables if one goes up another will also go up. Whereas, a negative value shows negative relation between two variables, if one go up another will go down (Field, 2009).

The results of the path analysis are shown in the table 11 given below.

**Table 11: Path Analysis Results**

Hypothesis	Beta Estimates	P Value	Sig/Insignificant	Accept/Reject
H1: “There is positive relationship between organizational climate and sexual harassment”.	0.700	0.000	Significant	Accept
H2: “There is positive relationship between job gender context and sexual harassment”.	0.074	0.570	Insignificant	Reject
H3: “There is negative relationship between sexual harassment and job satisfaction”.	-0.340	0.000	Significant	Accept
H4: “There is negative relationship between sexual harassment and organizational commitment”.	-0.301	0.006	Significant	Accept
H5: “There is positive relationship between sexual harassment and presenteeism”.	0.341	0.000	Significant	Accept

H6: “There is negative relationship between job satisfaction and job withdrawal”.	-0.213	0.000	Significant	Accept
H7: “There is negative relationship between organizational commitment and job withdrawal”.	-0.282	0.000	Significant	Accept
H8 “There is negative relationship between job satisfaction and work withdrawal”.	0.104	0.156	Insignificant	Reject
H9: “There is negative relationship between organizational commitment and work withdrawal”.	0.025	0.770	Insignificant	Reject
H10: “There is positive relationship between presenteeism and work withdrawal”.	-0.073	0.388	Insignificant	Reject

#### 4.4.1 Results

##### Hypothesis 1

It is hypothesized as “There is positive relationship between sexual harassment and organizational tolerance climate context.”

The p value for the organizational tolerance context is 0.000 which is less than the cutoff point of  $p = 0.05$  and it shows a high level of significance. Based on the above analysis H1 is accepted, the beta estimate is 0.700, it shows positive relationship between organizational tolerance climate context and sexual harassment. The Regression equation for organizational antecedents is as follows

$$\text{Sexual Harassment} = \alpha + \beta_1 (\text{organizational climate context}) + \beta_2 (\text{job gender context}) + e$$

$$\text{Sexual Harassment} = \alpha + 0.700 (\text{organizational climate context}) + e$$

(Due to insignificant beta value of job gender context is not included in the final equation)

The above equation shows sexual harassment is regressed on organizational tolerance climate context and job gender context. It can be interpreted as; a one unit increase in organizational tolerance for harassment increases the sexual harassment by 0.700 units. It shows that if an organization have climate that has high tolerance for sexual misconduct i.e. “complaints are not taken seriously” etc. , have lack of preventive measures, proactive policies and no proper set of rules and regulations then this lenient climate of the organization will eventually lead to sexual harassment at workplace.

This hypothesis is also supported by previous literature (Fitzgerald et al, 1997; Glomb, 1997, 1999). Work place climate where there is high tolerance to sexual misconduct will have higher cases of sexual harassment (Williness et al, 2007).

## **Hypothesis 2**

It is hypothesized as “There is positive relationship between sexual harassment and job gender context.”

The p value comes out to be 0.570 which is greater than the cutoff point of 0.05,  $p \text{ value} = 0.570 > 0.05$ , therefore, it provides an evidence to reject H2. Based on the above findings it has been found that job gender context does not signify the relationship with sexual harassment. This hypothesis can be interpreted as, regardless of an organization having more male to female ratio or vice versa sexual harassment remain unaffected. The current study is on the health care sector which is predominantly a female dominated sector as far as nurses are concerned and the survey results shows the people with which nurses work during the normal working day have more female to male ratio and the nature of their job of nurses is also feminine but still harassment occurs.

However, in the previous literature significant and positive relationship was found between sexual harassment and job gender contexts (Glomb et al., 1999, Fitzgerald et al., 1997, Williness et al., 2007) which might be due to the fact that those researches were mostly done in the male dominated sectors.

### **Hypothesis 3**

It is hypothesized as “There is negative relationship between sexual harassment and job satisfaction.”

The p value is 0.000 less than the cutoff point of 0.05 therefore, H3 is accepted the value of beta estimate is -0.340, which shows that sexual harassment has negative path to job satisfaction. It shows an experience of sexual harassment will decrease the job satisfaction of nurses. The Regression Equation is

$$\text{Job Satisfaction} = \alpha + \beta_1 (\text{sexual harassment}) + e$$

$$\text{Job Satisfaction} = \alpha + (-0.340) (\text{sexual harassment}) + e$$

The above equation shows job satisfaction is regressed on sexual harassment. It can be interpreted as a one unit increase in sexual harassment will decrease the job satisfaction by - 0.340 units. It shows that the victims of sexual harassment have lower job satisfaction which can have unfavorable consequences for the organization in terms of poor employee productivity and high organizational costs.

This hypothesis is also supported by previous literature, aggression due to sexual harassment at workplace eventually weaken job satisfaction of the employees (Fitzgerald, 1997; Glomb et al., 1997, 1999).

#### **Hypothesis 4**

It is hypothesized as “There is negative relationship between sexual harassment and organizational commitment.”

The p value is 0.000 which is less than the cutoff point of 0.05 it is highly significant therefore, H4 is accepted. The value of beta estimate is -0.301 which shows that there is negative relation between sexual harassment and organizational commitment. The Regression Equation is

$$\text{Organizational commitment} = \alpha + \beta_1 (\text{sexual harassment}) + e$$

$$\text{Organizational commitment} = \alpha + (-0.301) (\text{sexual harassment}) + e$$

The above equation shows organizational commitment is regressed on sexual harassment. It can be interpreted as a one unit increase in sexual harassment will lower the organizational commitment by 0.301 units. It shows that being sexually harassed decreases the commitment of the employees towards the organization, as employees will blame the organization for such episode and in the absence of practical strict policies against harassment the victims may become disappointed not only with their harasser but also with the organization, because it is the responsibility of the organization to provide safe and secure working atmosphere.

This hypothesis is supported by previous studies. Sexual harassment has adverse an effect for organization as it lowers the commitment towards work which, in turn, lowers the job performance and the productivity of the employees (ILO, 2010).

## Hypothesis 5

It is hypothesized as “There is positive relationship between sexual harassment and presenteeism.”

The p value is 0.000 which is less than the cutoff point of 0.05 which shows it is highly significant and H5 will be accepted. The value of the beta estimate is 0.341 which shows that there is positive significant relationship between sexual harassment and presenteeism. The Regression Equation is

$$\text{Presenteeism} = \alpha + \beta_1 (\text{sexual harassment}) + e$$

$$\text{Presenteeism} = \alpha + 0.341 (\text{sexual harassment}) + e$$

The above equation shows presenteeism is regressed on sexual harassment. It can be interpreted as a one unit increase in sexual harassment will increase the presenteeism by 0.341 units. Which shows that sexual harassment can lead to presenteeism.

In previous studies it has been found that sexual harassment leads to stress, tension, low employee morale, low commitment and low productivity of employees (Vicki, 1998). Presenteeism means that a person is present at the job despite being not fully functional due to mental or physical illness so this hypothesis proves that despite being sexual harassed employees will show up at work but would not be fully functional and will have impaired psychological attentiveness.

## Hypothesis 6

It is hypothesized as “There is negative relationship between job satisfaction and job withdrawal.”

The p value is 0.000 which is lower than the significance level of 0.05 and the beta estimates shows a value of -0.213. Based on p value H6 is accepted. It shows inverse relation between job satisfaction and job withdrawal. The Regression Equation is

$$\text{Job withdrawal} = \alpha + \beta_1 (\text{job satisfaction}) + e$$

$$\text{Job withdrawal} = \alpha + (-0.213) (\text{job satisfaction}) + e$$

The above equation shows job withdrawal is regressed on job satisfaction and an inverse relationship is found between the two variables lower job satisfaction in an organization due to sexual harassment can lead to higher job withdrawal or as interpreted by (Glomb, 1999) less satisfied an employee with her job more likely she will engage in the behavior of job withdrawal which produces its own set of the costs for the company.

This hypothesis is also supported by previous literature (Glomb et al, 1997; Fitzgerald et al, 1997; Williness et al., 2007).



## **Hypothesis 7**

It is hypothesized as “There is negative relationship between organizational commitment and job withdrawal”

The p value is 0.000 which is less than the significance level of 0.05 therefore, alternate hypothesis H7 is accepted. The beta estimates show a value of -0.282, a negative relation between organizational commitment and job withdrawal. The Regression Equation is

$$\text{Job withdrawal} = \alpha + \beta_1 (\text{organizational commitment}) + e$$

$$\text{Job withdrawal} = \alpha + (-0.282) (\text{organizational commitment}) + e$$

The above equation shows job withdrawal is regressed on organizational commitment. An inverse relationship is found between the two variables. It is interpreted as sexual harassment leads to lower organizational commitment of the employees affecting their productivity at work which, in turn, can further lead to high cost for the organization.

This hypothesis is also supported by previous studies according to which if the laws of the organization towards sexual harassment are not strict it will have an influence on the organizational commitment of the employees as working in a hostile work environment can lead to job withdrawal (Rubino & Cortina, 2007).

## **Hypothesis 8**

It is hypothesized as “There is negative relationship between job satisfaction and work withdrawal.” The Regression Equation is

$$\text{Work withdrawal} = \alpha + \beta_1 (\text{job satisfaction}) + e$$

The above equation shows work withdrawal is regressed on job satisfaction. The p value is 0.156 which is greater than the cutoff point of 0.05, therefore, H8 is rejected which means that there is an insignificant relationship between job satisfaction and work withdrawal. Due to insignificant relationship between the two variables beta value is not reported.

It can be interpreted as despite low job satisfaction, employees who are sexually harassed in health care sector will not indulge in work withdrawal because of the sensitive and critical nature of the job, where lives are at stake. Even slight negligence of their duties can cause irreparable loss.

Whereas in previous studies (Fitzgerald et al, 1997; Hanish & Hulin, 1997) a strong inverse link between job satisfaction and work withdrawal was found. The difference in the results could be attributed to the sensitive nature of work at health care sector under study.

## Hypothesis 9

It is hypothesized as “There is negative relationship between organizational commitment and work withdrawal.” The Regression Equation is

$$\text{Work withdrawal} = \alpha + \beta_1 (\text{organizational commitment}) + e$$

The above equation shows work withdrawal is regressed on organizational commitment. The p value is 0.770 which is greater than the cutoff point of 0.05 therefore, H9 is rejected it means there is no significant relationship between organizational commitment and work withdrawal and due to insignificant relationship beta value is not reported.

In the previous literature inverse relationship is found between organizational commitment and work withdrawal, which showed that low organizational commitment due to sexual harassment can lead to higher work withdrawal ( Schneider et al, 1997).

But here the insignificant relationship can be interpreted as; though sexual harassment has a negative effect on the organizational commitment of the employees but nurses being the largest health care workforce have to observe and monitor patients and their negligence in the duties due to what so ever reason can result in serious consequences in patient’s care. Therefore, as in extreme measure they can think about job withdrawal but not of work withdrawal.

## Hypothesis 10

It is hypothesized as “There is positive relationship between presenteeism and work withdrawal.” The Regression Equation is

$$\text{Work withdrawal} = \alpha + \beta_1 (\text{Presenteeism}) + e$$

The above equation shows work withdrawal is regressed on presenteeism. The p value is 0.388 which is greater than the cutoff point of 0.05 therefore, alternate hypothesis H10 will be rejected. Due to insignificant relationship beta value is not reported. In previous studies a positive relationship is observed between presenteeism and work withdrawal but this relationship is found to be insignificant in health care sector as due to the sensitive nature of their job it is not possible for nurses to withdraw from their work.

**Table 12: Summarizing Variables**

<b>Relationship</b>	<b>Relationship found in literature</b>	<b>Results of the current study</b>
OTC->SH	Positive relationship with harassment	Positive relationship with harassment
JGC->SH	Positive relationship with harassment	Insignificant
SH->JS	negative relationship	negative relationship
SH->OC	negative relationship	negative relationship
SH->PR	Not investigated	Positive relationship
JS→ JW	negative relationship	negative relationship
JS→ WW	negative relationship	Insignificant
OC→ JW	negative relationship	negative relationship
OC→ WW	negative relationship	Insignificant
PR→ WW	Positive relationship	Insignificant

“Moderator is a variable that moderates the relationship between dependent and independent variable” (Awang, 2012). The correlation between dependent and independent variable is affected by a third variable known as a moderator, which is used to check whether the association between dependent and independent variable will be strengthen or weaken by a moderating variable. Moderating effect of marital status can only be confirmed if group differences exist between the two groups of marital status (single and married). For this purpose, multi group moderation was done. Data is split in two groups (single and married) and tested for group differences.

H11 is hypothesized as “Marital status moderates the relationship between sexual harassment and job satisfaction”.

H12 is hypothesized as “Marital status moderates the relationship between sexual harassment and organizational commitment”.

H13 is hypothesized as “Marital status moderates the relationship between sexual harassment and presenteeism”.

T test is carried out to check if the means for the two population groups of marital status (single and married) are significantly different or not. A coefficient can have a moderating effect if group difference exists between two groups i.e.  $t - \text{value} > 1.96$  (Noor et al., 2011)

Null Hypothesis of T test shows that there is no difference between the groups

$$H_0: \mu = \mu_0$$

Whereas, alternate hypothesis shows that two groups are significantly different

$$H_A: \mu > \mu_0$$

If the value of t score is greater than 1.96 at 0.05 significance level it shows that the group differences exist between the two groups (Sullivan, 2017). T test was conducted in SPSS (refer to table 13) by looking at the table it can be interpreted that the absolute value of the t statistics is not greater than the critical value of 1.96 for all the test variables i.e. sexual harassment ( $t = -.340$ ), job satisfaction ( $t = -.112$ ), organizational commitment ( $t = -.049$ ) and presenteeism ( $t = -.112$ ).

Moreover, P value is also greater than significance level of 0.05, which further justifies that there is no significant group difference between single and married group. For sexual harassment p value is ( $p=.734$ ), for job satisfaction ( $p=.911$ ), for organizational commitment ( $p=.961$ ) and for presenteeism ( $p=.781$ ). Therefore, marital status does not moderate the relationship between dependent and independent variable and hypotheses 11, 12 and 13 are not supported

**Table 13: T Test for Group Differences**

<b>Constructs</b>	<b>t statistics</b>	<b>P valueSig. (2-tailed)</b>
Job Satisfaction	-0.112	.911
Organizational Commitment	-0.049	.961
Presenteeism	-0.279	.781
Sexual harassment	-0.340	.737

T stats <1.96 at 95% CI

A statistical package by the name of “stats tools package” is also used to further validate if moderation exists or not. Stats tools package gives a value of Z score for group differences. If the value of Z score is greater than 1.96 at 0.05 significance level it shows that the group difference exists between the two groups (Sullivan, 2017) and multi group moderation exists. To conduct this group difference analysis regression weights for both single and married group along with critical ratio for differences parameter is imported from AMOS to “stats tools package”. The z scores for all the path coefficients; sexual harassment → job satisfaction, sexual harassment → organizational commitment and sexual harassment → presenteeism were less than 1.96. Therefore, it also showed that marital status does not moderate the relationship as group difference does not exist between single and married groups.

### Stats Tools Package: Group Differences Results

	Group 1		Group 2		
	Estimate	P	Estimate	P	z-score
SH→OC	-0.228	0.01	-0.391	0.00	<1.96
SH→JS	-0.349	0.004	-0.272	0.005	<1.96
SH→PR	0.432	0.000	0.214	0.05	<1.96

#### 4.4.2 Path Analysis- Model Fit

The parameters of the selected model of path analysis comes out to be GFI=0.806, CFI=0.838, RMSEA=0.074, CMIN=2.358, NFI=0.782, TLI=0.821 all the values are in consistent with the acceptable range which shows that model is fit. A detailed analysis of the working model is given below (Refer to table 14 given below).

**Table 14: Path Analysis- Model Fit Indices**

Measure	Name	Cut off for good fit	Value
GFI	Goodness of fit Index	Closer to 1	0.806
CFI	Comparative Fit Index	Closer to 1	0.838
RMSEA	Root mean square error of approximation	<0.10	0.074
CMIN	chi square goodness of fit	1-3 is an indicative of an acceptable fit.	2.358
NFI	normed fit indices	Closer to 1	0.782
TLI	Trucker Lewis Coefficient	Closer to 1	0.821



### **5.1 Discussion & Conclusion**

The fundamental objective of this research study was to study the impact of organizational antecedents on sexual harassment and its impact; in turn, on job related consequences faced by nurses, in health care sector by male physicians and male colleagues.

The antecedents and consequences of sexual harassment at workplace are extracted from the dynamic model of sexual harassment that was proposed by Fitzgerald et al. (1997). However, a few modifications were made in the model, a few variables were added and some were discarded. The variables included were selected based on previous literature. Total eight variables are included and tested in the current study. Out of these eight variables, two are organizational antecedents and five are organizational consequences.

The factors were divided in two main categories 1) organizational antecedents, 2) organizational consequences. Sexual harassment is the main central construct of the study. Two main organizational antecedents are organizational climate i.e. tolerance to sexual misconduct at workplace and job gender context i.e. nature of the job whereas, the job related consequences are job satisfaction, organizational commitment, presenteeism, work withdrawal and job withdrawal.

An In-depth review of the literature was conducted in chapter 2 and based on the literature hypotheses were developed. The theoretical framework of this study shows that sexual harassment in health care sector of Pakistan is affected by the organizational climate and job gender context and sexual harassment in turn, affects the job satisfaction, organizational commitment, presenteeism, work withdrawal and job withdrawal (refer to chap 2).

The study was survey based, research approach was positivist and it was a cross sectional research. A self-administered field survey was conducted in three selected hospitals of Lahore, Pakistan (refer to chapter 3). The target respondents were nurses who either had a diploma in nursing or a license practical nursing (LPN) (two years program), generic BSN degree (4 years) or post registered nursing BS (1 to 2 year degree program)/Masters in nursing.

To develop the questionnaire already established published scales were used. In order to identify any mistakes, non-comprehensible items and uncertainties in the questionnaire pilot study was conducted (refer to chapter 3). Questionnaires were then distributed to 370 respondents. 247 out of 370 questionnaires were usable.

Software packages used to analyze the data were SPSS and AMOS. SPSS version 20.0 and AMOS version 18.0 were used. SPSS was used to find out any missing data, and for descriptive analysis. Whereas, AMOS software was used for structural equation modeling (SEM), which consist of confirmatory factor analysis (CFA) and path analysis. Confirmatory factor analysis is a multivariate statistical process it was used to test whether the data fit the hypothesized model, to evaluate model fit indices and to test the reliability and validity of the constructs. Whereas, path analysis was used for testing the magnitude and the significance of the hypotheses (refer to chapter 4).

Most of the variables provided support for the theoretical model. The results show that organizational climate have a significant and positive relationship with sexual harassment, and sexual harassment has an adverse effect on job satisfaction and organizational commitment as sexual harassment in organization leads to lower job satisfaction and lower organizational commitment. Whereas, despite being sexual harassed employees prefer to show up at work as the nature of the job is such (taking care of the patients) that they cannot afford work withdrawal, but

despite being present they are unable to function fully which might have an influence on the quality of their work, this result is also supported by previous literature of presenteeism where it is revealed that presenteeism “that is showing up at work despite not fully functional” is more prevalent than its counterpart absenteeism as it is believed that success in one’s career can be attributed by just simply showing up at work. Therefore, employees opt to show up at work despite being sexually harassed.

The results of the moderation show that marital status does not moderate the relationship between sexual harassment and its consequences which shows that married and single groups are equally affected by sexual harassment as no group difference is found between the two groups. Path analysis hypotheses testing results are explained in detail (refer to chapter 4).

The details of the descriptive analysis show that single, naïve and nurses of young age were more sexually harassed than their married and mature counterparts. The reason for this could be; they are considered more vulnerable as they are inexperienced and have lesser knowledge of work dynamics, they have less power and at low hierarchy level of the organization therefore, it is difficult for them to retaliate and the harasser might think they he can get away with the young victims since they are easy target.

In conclusion, it is found that female employees in health sector of Pakistan are being harassed. Sexual Harassment has a negative impact on employee morale as it lowers the job satisfaction and organizational commitment among employees. It also leads to the behavior of presenteeism. The victims in severe cases may withdraw from job, i.e. they quit their job but in most cases where they don’t quit (due to reasons such as financial dependence on job etc.), and continue to work show signs of distress and their performance is impaired due to harassment. As the nature of the job is very critical they cannot engage in work withdrawal, however it may lead

to nursing negligence or nursing malpractice and loss of interest in job. Therefore, safe working environment and equal opportunities to grow regardless of gender are important concerns of the organizations. Human rights and laws should be made and implemented to cater to this

## **5.2 Contributions of the Study**

### **Theoretical Contribution**

Theoretical/Conceptual contribution refers to “Testing a theoretical linkage between two constructs that has not previously been tested or examining the effects of a potential moderating and/or mediating variable on the nature of the relationship between two constructs” (Asgari, 2015).

Considering that sexual harassment has negative effects on psychological health, physical health and job related factors as suggested by literature. No prior study in the knowledge of the researcher has wholly studied the impact of sexual harassment on the chosen job related constructs such as: job satisfaction, organizational commitment, presenteeism, job withdrawal and work withdrawal in Pakistani context. Therefore, the theoretical contribution of the current study is the theoretical linkage between sexual harassment and the selected job related constructs. Predominantly relationship between presenteeism and sexual harassment has not been tested before in health care sector. The effect of marital status as a moderator on the relationship between sexual harassment and job related constructs namely job satisfaction, organizational commitment and presenteeism is also examined, in order to find out “if marital status moderates the relationship between sexual harassment and its consequences.”

### **Contextual Contribution**

Moreover, based on the literature analysis it is identified that previous research is less inclusive and more concentrated on the western culture. There is a need to conduct the research in other areas of the world as a large percentage of the studies on sexual harassment are conducted in western countries. There is a great opportunity to write more on this relevant field in other areas of the world specially in the continent of Asia, where women face sexual misconduct and it go unreported therefore, doing research in other regions will help to understand the causes, consequences and solutions of this problem. Therefore, the contextual contribution of the research is that this model is tested empirically in the context of the developing economy i.e. Pakistan.

### **Methodological Contribution**

In majority of the previous researches descriptive statistics and regression analysis has been used. Therefore, the main methodological contribution of this study is the use of AMOS software to do structural equation modeling, confirmatory factor analysis and path analysis.

### **5.3 Implications of the Study**

There are number of theoretical and managerial implications that can incorporate the phenomenon of sexual harassment into the models of organizational behavior.

Sexual Harassment is not only unethical but also immoral and is detrimental to a productive work environment. Therefore, organizations need to implement strict policies

which respects the rights of the employees by providing them with healthy working environment and the sexual harassment policy should be clearly declared in the company code of ethics and must be imposed and monitored rigorously.

This study implies that organizational climate has a vital role in controlling the rate of sexual harassment at workplace, those organizations where there are strict rules and policies have less cases of sexual harassment, as lenient policies of organization can lead to more cases of sexual harassment and eventually lower job satisfaction and organizational commitment. The findings of this study will help administrative staff of hospitals to implement appropriate procedures, rules and regulations to help female employees who face sexual harassment.

Managers in hospitals can better design and implement support system for sexual harassment prevention (intervention) programs. Moreover, awareness on sexual harassment can be created as mostly the victims are not aware of the proper complaint channel. The study will help in possible reduction, if not elimination, of harassment from organizations that can help in well-being and happiness of workers at work thus improving their work productivity. Satisfied employees will be more cooperative and are likely to be loyal with the organization which helps in nurturing positive employer-employee relationship. The main focus of this research is on job related constructs, further research can be conducted on psychological and health related factors as a consequence of sexual harassment.

#### **5.4 Future Research Directions**

In order to get a better insight of the problem of sexual harassment in health care sector this research can be replicated in other provinces of Pakistan as well. Nurses being the largest health care workforce needs safe environment to do their job therefore, there is a need to conduct an empirical research in Pakistan to guide the hospitals, employers for taking preventive actions and strict policies to monitor sexual harassment in health care sector. Other service areas like banking sectors, hospitality industry, universities etc. can be studied to find out the prevalence of sexual harassment in other sectors.

Triangulation methods can be used, as it is believed to improve the generalizability of the study by decreasing intrinsic weaknesses in a single method by using multiple techniques for data analysis.

Moreover, as harassment is larger domain, further research can be done on other domains of harassment (bullying, sexual violence etc.) Ambient is the indirect exposure of sexual harassment. Research can be conducted on the employees who are not the direct victim of sexual harassment but the colleagues or sub ordinate of the person who is being harassed. The basic purpose will be to check how the job satisfaction and productivity of the indirect subjects will be affected. This research primarily focuses on the sexual harassment of women; sexual harassment of men can be examined for future research purpose.

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# APPENDICES

**Table 1: Literature Review Summarizing Variables**

<b>Name of the variable</b>	<b>Author</b>	<b>Relationship found with sexual harassment</b>
Organizational Tolerance	Fitzgerald,1997; Nilar, 2003 & Charlie, 2011	Positive relationship with sexual harassment.
Job Gender Context	Wasti et al., 2000; Chelsea, 2007; Glomb et al.,1997	Positive relationship with sexual harassment.
Job Satisfaction	Clark, 2006; Merkin, 2014; Salman, 2016	Negative relationship with sexual Harassment.
Organizational commitment	Chow, 2008; Charlie, 2011	Negative relationship with sexual harassment.
Presenteeism	Caroline, 2006; Hemp, 2004; James, 2008; Gosselin, 2013	Not Investigated
Job Withdrawal	Rubino, 2007; Ishak, 2012; Fitzgerald et al., 1997	Inverse relationship with job satisfaction and organizational commitment due to sexual harassment.

<p>Work withdrawal</p>	<p>Kimberly,1997; Haruna et al., 2016</p>	<p>Insignificant relationship with sexual harassment.</p> <p>Inverse relationship with job satisfaction and organizational commitment due to sexual harassment.</p>
<p>Marital Status</p>	<p>Connell &amp; Korabik, 1999</p>	<p>Women targets of sexual harassment are most likely to be found among younger employees and those who are single or divorced rather than Married or widowed.</p>

Table 4: Summary of constructs

<b>Variable</b>	<b>Constitutive Definition</b>	<b>Operative Definition</b>
Age	The respondent's age in years as of their last birthday	Response to item number 1, Section 1. Measured by; 1=20-25, 2=26-30, 3=31-35, 4=36-40, 5=41-45
Marital Status	If employee is married or single	Response to item number 2, Section 1. Measured by 1=single, 2= married, divorced=3, separated=4
Education	The number of years of formal education of the employee	Response to item number 3 Section I Measured by 1=after Intermediate Nursing course (4 years), 2= Bachelors in Nursing, 3= Masters in Nursing
Years (Experience)	How long have you been in this profession?	Response to item number 4 Section I. Measured by 1= 1 to 5 years, 2= 6-10 years, 3= 11-15 years and 4=16 years and more
Basic Pay scale	Grade 17 and below Grade 18 and above	Response to item number 5 Section I. Measured by 1= grade 17 and below, 2= grade 18 and above
Job Satisfaction	A positive emotional state that reflects an effective response to the job experience	Measured on a 5 point Likert scale. 5=strongly agree 1=strongly disagree
Organizational Commitment	Employee's voluntary willingness to attach himself to the organization	Measured on a 5 point Likert scale 5=strongly agree, 1= strongly disagree
Organizational Tolerance Climate Context	The culture of the organization is represented by organizational climate	Response to all items Section III. Measured on a 5 point Likert scale 5=Strongly agree, 1=Strongly Disagree
Job Gender Context	The gendered nature of the job. the people you work with during the normal working day are all men to all women	Response to item number 1, Section II. Measured by; Response to item number 3, Section II. Measured on a 5 point Likert scale.
Sexual Harassment	Unwanted and Uninvited Sexual Behavior	Response to all items, Section III. Measured by: Measured on a 5 point Likert scale
Presenteeism	Present at work but not fully functional	Measured on a 5 point Likert scale.
Work withdrawal	Work withdrawal involves avoiding work tasks and one's work situation	Measured on a 5 point Likert scale
Job Withdrawal	Intent to leave one's job	Measured on a 5 point Likert scale

# **Sexual harassment of Women at workplace- A Perspective from Health Care Sector of Pakistan**

## **Questionnaire**

I am conducting a research for my M.Phil. Thesis on the topic of "Sexual Harassment at workplace" Your frank and honest answers will help me give an accurate picture of the situation, and assist

In my research work. Please read all questions and instructions CAREFULLY before responding. Identifying information will be used for my research purpose and for the purposes of, the survey. Only group statistics will be reported. All your personal details will remain **confidential**.

I appreciate your time

Thank you!!



The Questionnaire is divided in to 5 sections. The first section asks about information needed to help with statistical analysis of the survey. The second section asks about your work settings in terms of your present job. The third section asks about your own experiences about unwanted and uninvited sexual harassment and asks job related questions in the context of sexual harassment. The fourth section asks if there are some actions which might be taken by your organization in an effort to reduce sexual harassment. The fifth section asks about how does sexual harassment affects you.

Note: Have you ever been harassed at workplace if yes kindly filled the complete questionnaire. If you have never received any form of unwanted and uninvited attention from someone at work then fill section 1 only.

### **SECTION I**

1. Your age

20-25  26-30  31-35  36-40  41-45

2. Marital Status

Single  Married  Divorced  Separated

3. What is the highest level of Education that you have completed?

- diploma in nursing /license practical nursing diploma
- generic bachelors degree (4 years)
- post registered nursing BS (1 to 2 year degree Program)/Masters in nursing

4. How long have you been in this profession?

- Less than a year
- 1 to 5 years
- 6-10 years
- 11-15 years
- 16 years and more

5. What is your basic pay scale?
- Grade 16 and below
  - Grade 17 and above

**SECTION II**

**This Section asks about your work settings. Please answer these questions in terms of your present job.**

6. Recently women have been taking jobs that mostly men did in the past and men have been moving into jobs held mostly by women for example there are now more female air plane mechanics and more male nurses .Are you one of the first of your sex in this job?
- Yes
  - No
7. Is your immediate supervisor:
- male
  - female
8. The people you work with during the normal working day are
- All men
  - More men than women
  - Equal number of men and women
  - More women than men
  - All women

**SECTION III**

**This section asks about any experience you may have had with uninvited and unwanted sexual attention on your job during the last 24 months from someone where you work. If yes, kindly fill the following questionnaire. Tick the most appropriate answer**

<b><u>Your boss/coworker/subordinate</u></b>	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
<b>9.</b> tried to touch your hand while giving you something or while teaching you to do something “like how to find a vein while taking blood sample”					
<b>10.</b> stare at you and appreciate your figure/dress or makeup					
<b>11.</b> tried to flirt with you					
<b>12.</b> Send unnecessary sms or make calls to you on the phone.					

13. Invited you foroutingorgoing to a restaurant to eat with him					
14. offered you lift in his car					
15. Took interest in your personal life with the intention that you might start responding favorably to him.					
16. tried to make you sit with him on lame excuses					
17. tried to pat on your shoulder while praising your work					
18. Collidewithyouwhilepassingby (while you are walking)					

**In the context of the incident of the unwanted attention/harassment answer the following questions Tick the most appropriate answer**

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
19. Despite stress or anxiety due to the incident of harassment you were able to finish certain work tasks.					
20. At work, you were able to focus on achieving your goals despite the incident of harassment/ stress, or anxiety.					
21. Despiteharassment youfeel energetic enough to complete your work					
22. Are yousatisfied with the present working conditions of your job					
23. Are you satisfied with the chances of advancement of your Job					
24. Are you Satisfied with the way company policies are put into practice					
25. Are you satisfied with the chance to dosomethingthatmakesuse of your abilities					
26. Are you satisfied with the way your boss/immediate supervisor handles his/her workers.					
27. You would accept any type of job assignment in order to keep working for this organization					
28. For you, this is the best of all possible organizations to work for					
29. You enjoy discussing about your					

organization with people outside it					
30. You really feel as if each problem of the organization is your problem					
31. You can spend the rest of your career with this organization					
32. You feel like part of family in this organization and really care about the fate of this Organization					

**Section IV**

**Listed below are some actions which might be taken by your organization in an effort to reduce sexual harassment. I would like to ask you to indicate whether any of these actions has been taken at workplace or not. Tick the most appropriate answer**

Your Organization	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
33. Establish policies/Actions are taken to prohibit sexual harassment					
34. Provide swift and thorough investigation of sexual harassment complaints					
35. Penalties against individuals who harass others at work are strongly enforced					
36. Sexual Harassment is not tolerated at your workplace.					
37. Provide counseling services for victims of sexual harassment/ publicize the availability of formal complaint channel.					

**Section V**

**Did any of the following changes happen in your work situation/behavior on the basis of the unwanted and uninvited attention? Tick the most appropriate answer**

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
38. If you used any annual leave or were ever out sick (as a result of the unwanted, uninvited attention)					
39. In comparison to your normal					

job performance, was your productivity (that is, either how much work you did or how well you did it) affected by the unwanted attention					
<b>40.</b> Did you take an additional or a longer break than is acceptable at your workplace (as a result of unwanted sexual attention?)					
<b>41.</b> Did you come in late to work without permission					
<b>42.</b> Left work early without permission/Left your work for someone else to finish					
<b>43.</b> Did you often think about quitting your present job					
<b>44.</b> You will probably look for a new job in the near future					
<b>45.</b> As soon as possible you will leave this organization.					



