
How Workplace Bullying Deteriorate Job Outcomes in Education Sector of Pakistan?

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ABSTRACT

Workplace bullying is a wonder that shows up generally in research writing. It may be considered normative in several group settings but socially unaccepted within society. School bullying emerges as an international issue. These practices happening in the work environment contrarily sway both the individual and the organization. To collect data, a questionnaire survey was distributed to 300 employees working in schools of Lahore Pakistan by employing cross-sectional data. The findings from the quantitative study showed that workplace bullying has a significant positive link with employee not well-being, post-traumatic stress, and job burnout. Results propose techniques that Political abilities can carry out to help people and organizations lessen workplace bullying.

Keywords: Workplace, bullying, political skill, post-traumatic stress disorder, Job Burnout,

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INTRODUCTION:

Workplace bullying is defined as repeated inappropriate and hostile behavior intended to harm, humiliate, degrade, or intimidate others and form of aggression. Its global range is between 11% to 18%; it is considered to have destructive consequences and significant work stress for employees enduring bullying, anxiety, depression, post-traumatic stress disorder, and job burnout (Erdemir et al., 2020). That way, the experience of workplace bullying influences both the organization and employees. In the case of health, the profession is particularly problematic. It can negatively affect the quality of teaching they provide the student. According to the job demand resources theory, the identified resources might moderate the political skill with workplace bullying and work outcome relationships. We investigate the relationship between workplace bullying and job burnout and post-traumatic stress disorder and also moderating role of political skill (Hoel et al., 2010).

There is a limited resource in the context of job burnout, post-traumatic stress disorder, and political skill job outcome in the education sector of Pakistan. Workplace bullying is a systematic review showing work stress studied as an antecedent of workplace bullying. Work stress was studied as a coping strategy for workplace bullying and coping social support, self-efficacy, autonomy, and decision-making participation (Erdemir et al., 2020). The present study investigates the moderating role of political skill in the relationship between job burnout and post-traumatic stress disorder among female school faculty members. The moderator role of political skill in bullying job outcome relationship reflects employee's sense of control in the education sector (Dieter, 1999).

The word bully recalls an image of the mean animated by a child beating up other kids on the playing field. However, some researchers show that harassment does not end with a child. (Staale Einarsen et al., 2009) Field and Bell said that we should teach children how to react to assured behavior because bullying is not only in the schoolyard, but also in the playground, and maybe in the workplace or anywhere people alternation with each other (Livne & Goussinsky, 2018).

Bullying was first recollected in the literature as a phenomenon. The European label of mobbing is a Swedish researcher who first applied. Lynn (2010) also observed group bullying behavior in the children and applied his studies in the workplace. The name mobbing from creature considers clarifying the gathering of weak creatures joining forces against a more proficient creature. The term mobbing stuck with many researchers in Austria, Germany, the Netherland, and other English-speaking countries (Livne & Goussinsky, 2018).

Research question:

The current research questions are:

- 1) How does workplace bullying deteriorate the job outcome (job burnout, PTSD)?
- 2) How does workplace bullying impacts political skills?
- 3) How does political ability go about, as a moderator between work environment and post-traumatic stress disorder with the end goal that this positive relationship is more grounded if there should arise an occurrence of week political skills?
- 4) How does Political expertise go about as moderator between work environment and job burnout with the end goal that this positive relationship is more grounded if there should arise an occurrence of week political?

Stud y aim:

The following are specific objectives that driven from the problem statement of the study:

- To discover the relationship between workplace bullying and post-traumatic stress disorder in the education area of Pakistan
- To decide the connection between workplace bullying and job burnout

- Political skill goes about as a moderator between workplace bullying and post-traumatic stress disorder. The end goal is that this positive relationship is more grounded on powerless politics.
- Political skill goes about as a moderator between workplace bullying and works burnout. The end goal is that this positive relationship is more grounded if there should arise an occurrence of powerless burnout.

LITERATURE REVIEW

Workplace bullying and post-traumatic stress disorder:

Workplace bullying has linked too many horrible organizational and health results, including over-the-top turnover and additional physical and highbrow health problems. Similar results had been determined in instructor settings. Found comparable effects of bullying in an extensive survey of the U.S. in the education sector.

H1) Workplace bullying is positively associated with post-traumatic stress disorder.

Job burnout:

The job demand resources theory describes the relationship between workplace bullying and employee burnout offers a valuable perspective. This theory focuses on two-dimension demand and resources. Job demand is an aspect that enhances work goals and reduces job demand and related costs. The consequences of numerous researches have shown that excessive activity needs bring about professional burnout. This, in turn, ends in fitness troubles in diverse occupational groups, together with the teacher (Memon et al., 2017). Several longitudinal epidemiological research verifies that destructive psychosocial activity characteristics – excessive activity needs, low activity control, and coffee social help at paintings – represent one of the dangers for terrible intellectual fitness.

H2) Workplace bullying is positively associated with job burnout.

Workplace bullying and moderating role of Political skill:

The political ability makes a specialty of an employee's cap potential to understand and influence strength differences within the workplace. It could be instrumental in expertise the strength energetic of bully-sufferer relations. Politically professional personnel are outstanding as being socially astute, able to influence others, honest in their interactions, and for this reason excellent at social networking. This personnel is acutely aware of the social context inside which they perform and can make correct judgments approximately the social reasons of others. Because their effect tries are much more likely to be visible as real and honest instead of stimulated via way of non-public ambition, those politically professional people can construct huge and sturdy networks that help accomplish private dreams and purposes(Ferris et al., 2005).

H3) Political skill acts as a moderator between workplace bullying and post-traumatic stress disorder. This positive relationship is more robust in the case of weak politics.

H4) political skill acts as a moderator between workplace bullying & job burnout such that this positive relationship is more vital in case of weak burnout.

Hypothesized Model:

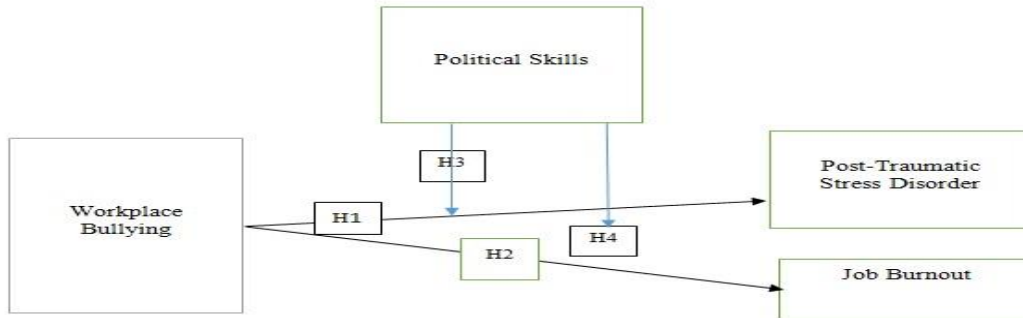


Figure 1: Research Model

METHODOLOGY:

Research design:

A cross-sectional design was used with self-administered questionnaires to observe the association between the study variables. All the questionnaires used in this study are accessible quickly for research use. Research design is a general plan or strategy to examine research questions. In selecting a research design, factors play their parts: The purpose of the study, the sample of participants, data collection method, and data analysis. Research designs are classified into three categories.

Workplace bullying:

Workplace bullying acts were assessed using the (NAQR) Negative Acts Questionnaire-Revised (Staal Einarsen et al., 2009)

Post-traumatic stress disorder:

The study includes one dependent variable (post-traumatic stress disorder). The number of items consists of 14 variables. The Cronbach Alpha value is .707; the item mean value is 3.008, and the inter-item correlation value is .232. The variance of the mean value is .014, and the inter-item correlation variance value is .022.

Job burnout:

This research included job burnout 16 items. Job burnout act as a dependent variable(Maslach et al., 2001).

Political skill as a moderator:

This research measured political skill with an un-dimensional 16 item scale (Ferris et al., 2005).

RESULT AND ANALYSIS OF DATA

Descriptive Statistical Analysis:

Descriptive statistical analysis on functional assessment used as a framework for the factor loading and Cronbach alpha. The mean of four variables is centered on 4.00 to 3.67. The mean that shows the highest value is 4.00 for workplace bullying, and the lowest offers the mean value, which is 3.67.

Descriptive Statistical Table 1:

Characteristics	Frequency	Percent
Gender		
(Female)	302	99.3
Age		
(20 years or below)	46	15.1
(20 years – 30 years)	216	71.1
(31 years – 40 years)	33	10.9
(41 years – 50 years)	8	2.6
Education		
(Intermediate)	14	4.6
(Graduation)	69	22.7
(Masters)	138	45.4
(M.PHIL)	71	23.4
(PHD)	11	3.6
Experiences		
(Less than 1 years)	102	33.6
(2 years – 4 years)	122	40.1
(4 years – 7 years)	55	18.1
(8 years – 10 years)	12	3.9

Table 2: Institution of Education:

Education Institutions	Respondent
National Grammar School	23
Lahore Garrison Education System	15
Divisional Public School	20
The City School	11
Kips school Lahore	9
Convent of Jesus and Mary	10
Queen Marry College.	7
Premier American School	5

Table 3: Hierarchical Regression Analysis:

	<u>Post-traumatic stress disorder</u>		<u>Job Burnout</u>	
	β	t-value	β	t-value
Step 1: Main effect				
Workplace bullying	.157	2.753	.399	7.55
Step 2: Two way interaction				
Workplace bullying×political skill	.169	2.75	.065	6.81
Workplace bullying×political skill	-.075	-1.29	.399	7.51
Total R ²	0.25		1.05	
R change step 1	.133		.156	
R ² change step 2	6.23		.159	

In this hierarchal regression table *p<.05, **p <.01, ***p<.001. β Represent the slandered regression coefficient for each step in the regression. P-value is 0.00 show the significant value of regression value.

Table 4: Result summary for the reflective measurement model:

Variable	Mean	Std. Deviation	N. of items	Cronbach Alpha
Workplace bullying	16.56	3.668	9.603	
Political skill	56.89	7.360	16	.719
PTSD	24.05	5.766	14	.707
Job burnout	51.62	10.173	16	.837

DISCUSSION

This research tested the hypothesis for each sample using hierarchical regression analysis, with two-dimension post-traumatic stress disorder and job burnout as the dependent variable. The first step is followed by the independent variable (workplace bullying) and the moderator variable (political skill). The result is presented in the table. As shown in the table predicted that job, burnout, and post-traumatic stress disorder negatively affect the sector. ($\beta = 0.157$ and $p < .001$ for workplace bullying).

H1) Workplace bullying is positively associated with post-traumatic stress disorder.

When employees face bullying in the organization, employees suffer from different diseases. In this case, employees do not give their best outcome because they suffer from many difficulties. When the organization owner gives their employees negative comments

like healthy, smart, small, tall, and spreads different rumors related to employees, the organization and employees face difficulties solving the situation. When employees continuously face mobbing and harassment behavior in the organization, then employees suffer from many mental and post-traumatic stress disorders.

H2) Workplace bullying is positively associated with job burnout.

W.B. is significantly and positively correlated with J.B. The research shows that teachers face bullying behavior from principals continuously six months then prefer to quit the job. Burnout is the interpersonal stress on the job and prolonged response to chronic emotional and burnout three-dimension exhaustion, cynicism, and inefficacy. When the employees stress experience, whiten a large organization. Workplace bullying results from burnout; when the employees continuously face a bullying and harassment environment, then employees prefer to leave the organization. This is a significant loss for the organization and the employees. Burnout has been associated with several forms of job withdrawal, absence, and a plan to leave the organization. The people who stay on the job lead to low efficiency and value on the job. It's associated with decreased job satisfaction and reduced promise to the job or the organization.

H3) Political skill acts as a moderator between workplace bullying and post-traumatic stress disorder. This positive relationship is stronger in the case of weak politics.

The above table shows the direct relationship of P.S. and PTSD and the value of R.2750, indicating a positive relationship. Mean change in W.B. The T statistic value shows a significant relationship between this variable. The r-square guided that the independent variable brings 7% variation in the dependent variable and the p-value of f statistics ($p < 0.05$). Suppose employees have a weak political skill and continuously face bullying behavior from your principal and owner of the school. In that case, they prefer to quit the job.

H4) political skill acts as a moderator between workplace bullying and job burnout. This positive relationship is more robust in the case of weak burnout.

In table show that β value is 6.23 and p-value are $> .001$ show a significant relationship. If the employees have strong political skills, they do not stress harassment and bullying by their boss and colleagues. Political skill plays an important role among workplace bullying and job burnout. Suppose the employees have strong stamina and powerful strengths to handle this situation. In that case, employees do not decide to burn out the job. If employees have weak political skills, in this case, employees decide to leave the organization in this very both organization and employees face difficulties. Suppose employees decide to leave the organization because of post-traumatic stress disorder and workplace bullying. In that case, the organization hires new employees to bear the extra cost.

The above table shows that political skills moderate the positive association between workplace bullying and job burnout. The result shows a positive and significant relationship because P-value < 0.1 and T value indicate correlated positively and significantly on job burnout. The R-square guided that the independent variable brings 22% variation in the

dependent variable and accepts the null hypotheses according to the P-value of F-statistics. It means that valueless idea is accepted and moderator effect of one result.

CONCLUSION:

Workplace bullying in a school sector with a short history of research is a long-standing problem. This study answers how workplace bullying deteriorates the job outcome in the Education sector of Pakistan. The staff member who has political skills can easily bully other faculty members into staying with the organization. There is a compelling need for teaching sector employees and leaders to meet, recognize, and prevent this problem. Measure to address the problem knowledge gained from research to education sector by best educators. Workplace bullying is unavoidable; therefore, the education sector should increase employees' occupation self-confidence and make decisions concerning their tasks by implementing participating decision-making. Research suggests that political skills improved through training. The education sector also provides training programs to advance employees' ability to cope with workplace bullying. In conclusion, the research explores the relationship between workplace bullying and post-traumatic stress disorder and job burnout and moderates the role of political skill. Research results clarify that post-traumatic stress disorder and job burnout have damaging workplace bullying on employees. The finding adds that workplace bullying is a significant stressor that affects employees' performance. Overall, the research gives the existing literature on workplace bullying in education. Further research is needed to precisely the type of conclusion these resource on post-traumatic stress disorder and job burnout.

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