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'A STUDY ON WORKPLACE BULLYING IN EDUCATION SECTOR IN GUJARAT STATE'

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ABSTRACT

Workplace bullying is a pattern of intentional or non-intentional behaviors that a target perceives as intentional efforts to harm, control, or drive a coworker from the workplace. Many studies indicate that workplace bullying leads to pain, mental distress, physical illness, emotional harm, and career damage. The focus of this study on workplace bullying provides an opportunity to understand workplace bullying practice and its effect to Teacher's performance. Workplace aggression is not new. This study aimed to find workplace bullying in education sector in Gujarat state. Descriptive research design has been used. Primary data has been collected through structured questionnaire. Non-probability convenience sampling technique has been used. The research sample of 88 teachers consisted of UG Colleges. Research results indicated that workplace bullying is faced by the UG college employees and that workplace bullying significantly decreases physical, psychological and emotional well-being. Workplace bullying still appears to be a major problem to address it in workplaces.

Key words: Bullying, Gujarat, Workplace, UG, College, Teacher

INTRODUCTION

The education sector refers to the field or industry that encompasses institutions, organizations, and individuals involved in the provision, management, and delivery of education and learning opportunities. It includes various levels of education, from early childhood education to primary and secondary education, higher education, vocational training, and adult education.

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The education sector plays a critical role in society by promoting knowledge, skills, and personal development. It involves teachers, administrators, policymakers, support staff, and other stakeholders who work together to facilitate learning and prepare individuals for their personal, social, and professional lives. The education sector is vital for individual empowerment, social mobility, economic growth, and overall societal development.

Workplace bullying refers to the persistent and repeated mistreatment, harassment, or aggressive behavior towards an individual or a group of individuals in a work environment. It involves actions that are intended to intimidate, demean, humiliate, or undermine the targeted individuals, creating a hostile and unhealthy workplace.

Forms of workplace bullying include:

❖ **Verbal Abuse:**

This includes the use of offensive language, derogatory remarks, insults, yelling, or belittling comments directed towards the target.

❖ **Physical Intimidation or Threats:**

Workplace bullying can involve physical actions or gestures that are intended to intimidate, frighten, or threaten the target. This may include invading personal space, aggressive body language, or even physical assault in extreme cases.

❖ **Social Exclusion or Isolation:**

Workplace bullies may intentionally exclude or isolate their targets from work-related activities, conversations, or social interactions. This can involve withholding information, deliberately excluding the target from meetings or events, or spreading rumors to isolate them socially.

❖ **Undermining and Sabotage:**

Bullies may engage in actions aimed at undermining the work, reputation, or success of the target. This can include withholding necessary information, spreading false rumors or gossip, taking credit for the target's work, or intentionally damaging their work or projects.

❖ **Excessive Criticism or Micromanagement:**

Workplace bullies may subject their targets to constant and unwarranted criticism, nitpicking, or micromanagement. This can erode the target's self-confidence, create a hostile work environment, and hinder their ability to perform effectively.

❖ **Cyberbullying:**

With the rise of technology, workplace bullying can also occur through digital platforms. Cyberbullying may involve sending abusive emails, spreading rumors or derogatory comments through social media, or using online platforms to harass or intimidate the target.

❖ **Personal Attacks and Ridicule:**

Bullies may engage in personal attacks, making derogatory remarks or jokes about the target's appearance, personal life, ethnicity, gender, or other personal characteristics. This form of bullying can be particularly hurtful and damaging to the target's self-esteem.

❖ **Excessive Workload or Unrealistic Expectations:**

Workplace bullies may assign an excessive workload or set unrealistic expectations for the target with the intention of overwhelming and stressing them. This can lead to burnout, reduced job satisfaction, and a decline in performance.

This research paper thus aims to study 'workplace bullying in education sector in Gujarat state'

REVIEW OF LITERATURE

1. **Cowie, H., Naylor, P., Rivers, I., Smith, P. K., & Pereira, B. (2002)** studied 'Measuring workplace bullying. Aggression and violent behavior'. They examined definitional issues, including the type, frequency, and duration of bullying acts. They suggested that multi-method approaches may offer a useful way forward for researchers and for practitioners anxious to assess and tackle the problem of bullying in their organizations.

2. **Rayner, C., & Hoel, H. (1997)** studied 'A summary review of literature relating to workplace bullying'. This paper intended to provide literature signposts for the new researcher into adult bullying. There is a wide range of work that can be related to bullying at work.

3. **Rayner, C. (1997)** studied 'The incidence of workplace bullying'. This paper reports on a survey into workplace bullying carried out at Staffordshire University in 1994. The 1137 respondents were part time students at the University. Approximately half the sample reported they had been bullied during their working lives. Apart from the gender of the bully, there were no significant differences in the bullying experience between men and women in the parameters examined in this paper. Many people reported being bullied in groups, which is contrary to the current anecdotal evidence. Those who had not been bullied anticipated a more assertive reaction to the situation than those who had been bullied actually took. Data are presented and the findings are discussed, and future research potential identified.

RESEARCH OBJECTIVES

1. To understand the many ways in which bullying can take place.

2. To give suitable suggestions to Employers.

RESEARCH DESIGN

In this research, researcher has selected descriptive research design because the researcher wants to describe the effects bullying can have on an individual's life and general well-being

SAMPLE DESIGN

- Sampling Method: Non-probability convenience sampling method

- Sample size: 88

- Sample unit: People residing in Gujarat State

DATA ANALYSIS & INTERPRETATION

Table 1

Table showing Income

Income	Response	Percentage
Below 20,000	21	24.1
20-30 k	15	17.2
30-40 k	21	24.1
Above 40,000	30	34.5

Source: Questionnaire

Interpretation: It can be seen that majority 34.5%. of the respondents income is above 40000

Table 2

Table showing workplace bullying

Workplace bullying	Response	Percentage
Yes	75	85.2
No	13	14.8

Source: Questionnaire

Interpretation: Majority 85% of teachers in UG colleges face workplace bullying

Table 3

Table showing **form of workplace bullying**

If yes which form of workplace bullying, do you experience	Responses	Percentage
Insults	6	40
Verbal abuse	3	20
Excessive teasing	2	13.3
Aggression	3	20
Embarrassment	6	40

Source: Questionnaire

Interpretation: Majority 40% of teachers in UG colleges face insults and embarrassment as a form of workplace bullying by superiors.

Table 4

Table showing **frequency of workplace bullying**

How frequent is the bullying faced by you	Daily	Infrequently	Never
Being humiliated or ridiculed in connection with your work	33	28	27
Being ordered to do work below your level of competence	12	58	18
Being ignored or excluded	11	57	20
Being shouted at or being the target of spontaneous anger	16	36	36
Being given tasks with unreasonable deadlines	24	34	30

Source: Questionnaire

Interpretation: From the above chart, majority 58 respondents infrequently face the issue of being ordered to do work below level of competence followed by daily being humiliated or ridiculed in connection with work and infrequently face the issue of being ignored or excluded and shouted at or being the target of spontaneous anger and Being given tasks with unreasonable deadlines.

TESTING OF HYPOTHESIS

H0: Income and workplace bullying are independent of each other

H1: Income and workplace bullying are associated with each other

Table 5

Table showing Chi Square Test

Particulars	Significance	df	Chi square value	Decision
Income * Being humiliated or ridiculed in connection with your work	0.316	6	7.050	H0 accepted and No Significant relation
Income* Being ordered to do work below your level of competence	0.633	6	4.326	H0 accepted and No Significant relation
Income* Being ignored or excluded	4.368	6	0.627	H0 accepted and No Significant relation
Income* Being shouted at or being the target of spontaneous anger	8.567	6	0.199	H0 accepted and No Significant relation
Income* Being given tasks with unreasonable deadlines	6.760	6	0.344	H0 accepted and No Significant relation

FINDINGS

Following are the major findings of the study:

1. Majority of our respondents have a monthly income above 40000

2. Majority 88% respondents face workplace bullying.

3. 75 % respondents are facing different forms of workplace bullying which are insults, embarrassment, verbal abuse, and aggression from which the highest form of bullying is of insults and embarrassment.

4. There is no significant relation between income and workplace bullying.

SUGGESTIONS

- ❖ Workplace bullying must have anti bullying, anti-violence, and anti-harassment policies clearly outlined and communicated to all employees. Set clear expectations for employee behaviour.

- ❖ If the organization's budget allows, consider hiring someone dedicated to addressing workplace complaints, including bullying complaints.

CONCLUSION

- ❖ In this study, we observed that now a days workplace bullying has been a great concern everywhere. Workplace bullying is a serious yet preventable problem that results in harmful effects to victim. There are currently few laws against workplace bullying but institutions and individuals choosing to take a stand can have a huge impact and work towards its elimination.

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