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The Relationship between Sexual Harassment and Job Involvement in Female Teachers: A Literature Review

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Abstract - **This paper qualitatively reviewed the interaction between sexual harassment and job involvement among female teaching staff in Pakistan. The intensive literature review on the topic, along with personal cultural experience induced this study to conclude that the featured variables have an inverse relation with each other, with reference to female teaching staff in Pakistan.**

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I. Introduction

This research effort intends to provide a theoretical base, for the observation of interaction level between, sexual harassment and job involvement, amongst the teaching staff of the Pakistani educational facilities.

Various prior studies, defined the term sexual harassment while According to Abrams, (1998), sexual harrasment, is a multidimensional mechnism conceived in order to force females into psychological and sexual slavery of men. This kind of thinking is stemming from males' percieved autonomy over females.

Sexual harrasment takes various forms ranging from immoral comments, to more intensive sorts. While GelFand, Fitzgerald, & Drasgow, (1995), define it, as a phenomenon subjective to the attitude and beliefs of the persons involved in it. The dimensions of this construct are gender harassment, unwanted sexual attention and sexual coercion.

On the other hand, job involvement could be defined as a degree, upto which the employee is devoted to his or her profeesion, (Ha-Young). The relevant dimensions of the construct, are job as a mean of contentment, emotional attachment to work, work as a center of life and commitment towards professional excellence (Kejner & Lodahl, 1965).

a) Literature Review

The review of relevant studies is provided in the following section

i. *Sexual Harassment*

During two subsequent studies regarding this construct, a significant disparity is observed, among the viewpoints of both the genders concerning sexual harassment. Females are found to be more inclined towards believing routine activities as stemming from the concerning variable, than their opposite gender, (Blumenthal, 1998) and (Rotundo, Nguyen, & Sackett, 2001). Thus, in legal issues relevant to this construct, this divergence should be considered. The similar conclusion, is shared by Carr, et al., (2001), in which they report females to have a overwhelming tendency to place a complaint about sexually abusive behavior than males, this is due to their natural instinct to make theirselves appear victimized, through which, they can often enable themselves to pull off favors from their supervisors.

On the other hand Gruber, (1998) observes an imperative role of the frequent interpersonal interaction among both the genders, in fueling the probability of the sexual offense on the female. Further research identifies, that atleast half of the feminine workforce experienced severe sexual assault directly or indirectly during their education or job, (Fitzgerald, 1993), so it is evident, that, this painful dilemma, is spreading globally.

A profound study, established a positive relationship, between the variable under study and the detoriating cognitive health of educational institutions' employees. (Richman, et al., 1999).

The medical staff carrying out, their duties in the patients' homes, suffer from mental disturbance, due to frequent undesired sexual advances from male patients and his family members as well. This is causing these professionals to lose focus on their job. In another study similar results are highlighted in the context of training atmosphere of medics (Barling, Rogers, & Kelloway, 2001), and (Komaromy, Bindman, Haber, & Sande, 1993), due to this reason, hospital staff often commit fatal mistakes, which could endanger patients' life.

The featured social disease would tend to increase swiftly, if the firm's norms are supporting sexual harrasment (Fitzgerald, Drasgow, Hulin, Gelfand, & Maglay, 1997). The similar findings are presented in the work of Valeri, Croninger, Linn, & Chen, (1996) where they highlighted the environment of educational facilities in US, as plagued with sexual harrasment, where it is a norm for the students to experience the painfulness, due to poor sexual orientation of their fellow pupils.

In another study, the detriorating condition of educational facilities is made prominent. In another

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study, senior students' growing tendency to inflict sexual pain on their juniors is made prominent (Mcmaster, Connolly, Pepler, & Craig, 2002). This problem may persist due to consideration of sexual harrasment, as a nonissue by the supervisory staff.

According to Lim & Cortina, (2005), there is a direct link, between the presence of sexual abuse and pervelence of low ethical interpersonal interaction, amongst the opposite sexes. There is a significant unconstructive influence on employment satisfaction of female employees, who are working across several industries, due to a constant but undesirable exposure to sexual oriented concentration from the members of countersex (Schneider, Swan, & Fitzgerald, 1997). This development is consuming their focus on their job and therefore resulting in substaintial decline in their job commitment as well. Thus increasing job abandonment in female workforce.

Racism is also playing its due role in spreading out this evergrowing desire of sexual pleasure (Mecca & Rubin, 1999). Majority of African females are suffering from this racial-sexual of harrasment. Female fuculty members are also not safe from sexual harrasment, this is evident from the observation of Matchen, Desouza, & Eros, (2000), in which this team of renown authors highlighted the presence of increasing propensity in students, to covertly approach their female teachers, with a hidden sexual agenda in their minds. This is compelling the victims to be fearful and they are attempting to limitize their encounters with their male students. This regretful series of incidents is also hindering, the teachers' ability to transfer knowledge and experience to their students.

ii. *Job Involvement*

Attachment towards one's profession causes him or her to extract happiness and contentment from the work therefore, a direct and supportive relation is discovered, between the psychosomatic environment of working in the firm and the degree of importance which employee gives to his or her job. (Brown & Leigh, 1996), it is suggested, that organizations should work hard to foster a supportive mental environment in its setup, to enhance employee productivity.

Interestingly, when the value of the job in the eyes of employee drops, then his or her absorbtion in the work also declines (Hamner & Tosi, 1974).

In the view of Dieffendorff, Brown, Kamin, & Lord, (2002), when the work attachment increases in the member of staff, his or her belonging to the institute also experiernces the same, because of this reason the organization should make the work more interesting, through offering greater degree of autonomy and flex timing to its workers in order to cultivate a developing interest in the work, which will also reduce the job withdrawal in the longer run.

The link among, the level of dedication towards the job, professional gratification and attachment with the firm, is somewhat noticable (Knoop). The occupations that have higher degree of relevance with workers' skills foster exceptional level of effort (Lawler & Hall, 1970), so the organization, must pay close attention towards establishing an acceptable level of job personality fit, when selecting an individual for a job.

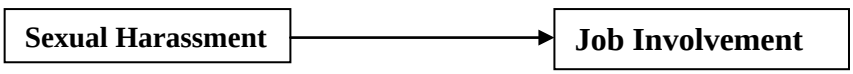
During another expedition, scientific staff are found to be more sensitive, towards their performance appraisals, than people belonging to other departments, (Keller, 1997) which implies that the performance management is an effective method to keep things interesting for the faction mentioned above.

Gechman & Wiener, (1975), testify that higher capability of job to fulfil the employees' covert, unexpressed and mental needs could lead them to put a higher degree of self exertion in the proceedings of work.

At this point we are shifting the focus of this study to the relevant sector of our social and economic class , that is teaching staff and Galand, Lecocq, & Philippot, (2007) identify a strong bridge between teachers' decision of job abandonment and the increasing presence of undiserable sexual experiences.

As per this finding, we could derive that if somehow the female teachers carry on with their profession despite, their distasteful encounters with infertile minds plagued with sexual manifestations then, their attachment towards work, will surely take a downt-urn.

II. Research Model



a) Facets of Sexual Harassment

The critical facets of the two constructs central to this study are enlisted below, along with their succinct depiction.

i. *Gender Aggravation*

This dimension is based on the superficial perceived strength, stemming majorly from superior physical capability of males over females; due to this reason masculine personnel are often reported to be engaged in sexual harassment of their female colleagues, (GelFand, Fitzgerald, & Drasgow, 1995).

ii. *Undesired Sexual Interest*

This particular offshoot of the broader construct is present due to the belief, that women are created to

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fulfill sexual desires of men, therefore males opt to give, clues to members of opposite sex, to pursue a relationship with them, faulty and in-concise understanding of Islamic teachings play an imperative role in solidifying this perception among people in Pakistan (GelFand, Fitzgerald, & Drasgow, 1995).

iii. *Sexual Coercion*

Sometimes, authority is utilized to compel females towards conforming to the expectation of males. Men of all societies are found to consciously cause hindrance in providing deserved promotions and raises to their female subordinates in order to fulfill their sexual desires. In few cases, males suppress potential victims' legal rights, so that they can trap them into sex based affiliation. (GelFand, Fitzgerald, & Drasgow, 1995).

b) Facets of Job Involvement

The important dimensions of job involvement are defined as follows.

i. *Job as A Mean of Contentment*

This measure quantifies the degree to which professional achievement and development can cause an individual to be happy and satisfied. (Kejner & Lodahl, 1965).

ii. *Emotional Involvement*

This is all about the level to which an individual is devoted to his or her work. This measure is also concerned with an individual's tendency to take matters regarding his or her profession seriously. Importantly, failures at the work front are proven to be very demoralizing for people, who score high in this branch (Kejner & Lodahl, 1965).

iii. *Work as a Centre of Life*

This facet focuses on the overall intrinsic value given to work. This tendency could be measured by observing the frequency of overtime in the office. Another angle of quantification could be the degree of work-family life conflict, an individual is experiencing at a specific time. (Kejner & Lodahl, 1965).

iv. *Professional Excellence*

This portion sets the focus on the amount of hard work, time devoted and pain experienced by the employee in order to professionally develop and excel (Kejner & Lodahl, 1965).

c) Findings

Sexual harassment's facets are rising from the same seed of perceived psychological advantage, which men supposedly enjoy over females, with the passage of time, this misconception growing.

One more thing which worries me, is the decaying ethics amongst the students, because of their male teachers' oppressive behavior towards female counterparts therefore, students follow the same path, which is somewhat paved and illuminated by their mentors. The growing unethical behavior of youngsters regarding their female instructors is in reality descended from their elders with that include teachers and parents.

Females themselves are also guilty in this regard because, they do not raise voice against the demon of sexual attack. This tendency is even severe in the case of under developed countries, where elder women encourage their next generation, to be submissive to the males, but in real sense both of the genders are humans and enjoy equal rights whereas, the dimensions of job involvement fundamentally link to the degree of an individual's dissolution within the work. Therefore, in cases of people with higher work attachment it becomes, very difficult to even recognize their personalities because their personality and job are integrated in such a way, that if we separate, the personality from their work, the former becomes meaningless. The very common examples of these cases include artists, who are always thinking about their work.

III. Conclusion

In the view of this study, sexual harassment towards the female teachers is growing in terms of murmuring unethical clichés and singing filthy songs. But, real sexual abuse with teachers is rarely observed in Pakistan.

The female teachers are usually found to be very energetic and devoted towards their profession. But, with the passage of time, they observe growing sexual advances from students and teachers alike. As a response to this development, they often tend to limit their interaction with the males. Consequently, their job involvement decreases, due to the increase in sexual harassment.

Finally, these featured individuals, find a suitable husband and then prefer to spend their life as a housewife in majority of the cases, because Pakistani culture is not rated as a highly tolerant one regarding working women.

In the longer run, women become dependent on their husbands. As a result, the latter group gets annoyed with the overdependence of their life partners. Therefore, the former group comes in closer contact with sexual and physical abuse because, their own husbands consider them a burden on their shoulders.

In the light of above discussion it is recommended that females should work as teachers and other culturally acceptable professions, so that they can play their role in the society. In the distant future prospect they can also assist their life partners in earning good to excellent living.

The question remains that how can the female teachers cope with sexual harassment. The answer is simple that they should know that Pakistan is one of those nations where sexual harassment is growing. But,

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importantly, practical sexual abuse is not. Therefore, it is pretty much safe for the female teachers to continue their jobs. This will also help them in developing their identity in the society.

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