

Effect Of Sexual Harassment And Self Confidence On Women Career Development

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Abstract:

This paper mainly focused on sexual harassment and self confidence of women on health sector. The glass ceiling is the main factor to affect the women career development. Workers who are working in general hospital in Cuddalore, they are considered as the population for this study. Descriptive research is applied. Questionnaire is considered as a research tool. A sample of 100 staffs was selected as a sample size. Sample respondents were selected based on purposive sampling technique. Self confidence and sexual Harassment factors are taken as independent variable and women career development is taken as a dependent variable. Both variables are measured in the 5 point scale. Correlation and regression analysis was applied. It is found that self confidence and sexual harassment has positive effect on women career development.

Keywords: Self Confidence, Sexual Harassment, Career, Development, Glass Ceiling

Introduction:

Sexual harassment, a form of sex discrimination is but one manifestation of the larger problem of employment-related discrimination against women. It now appears obvious that sexual harassment is a form of sex discrimination. However, its inclusion under Title VII was not the original intent of the act (Clarkson et al , 1995). Gruber (1997) summarized the relationship between leader behavior and harassment, noting that organizations whose leaders were perceived as discouraging harassment had a lower incidence of harassment. For those

perceived as encouraging harassment and bias the opposite was true. Many argue that individual definitions of these behaviors as sexual harassment could vary systematically depending on individual characteristics as well as the specific contexts in which the behavior occurred. In other words, some argue that sexual harassment appears highly subjective, and the experiences of women and men are variable and open to alternative explanations (Gorden, 1981). Morris Rosenberg (1965) defined self-esteem as a favorable or unfavorable attitude towards the self. Korman states that self-esteem reflects the degree to which the individual —sees himself as a competent, need-satisfying individual and those persons with high self-esteem feel a sense of personal adequacy and believe that they have achieved satisfaction of their needs in the past. Guindon found that self-esteem refers to the attitudinal and evaluative component of the self. It involves feelings of worth and acceptance which are developed as a result of the awareness of our competencies and feedback from the world around us.

Review of literature

Menon (2001) found that managers believe that empowerment gives decision-making power to the individuals. Empowerment means to help people improve their self-confidence, cope with their powerlessness, helplessness and have the enthusiasm and intrinsic motivation to perform the tasks.

Jay et.al (2003) analyzed that the empowerment is conceived as an intrinsic motivation mode in people. People need inner strength and desire to influence and control other people. Power is an intrinsic need and it is the determination right.

Kishore (2011) found that the women are subject to sexual harassment at workplace due to their gender variance. The case of sexual harassment of women is on rise because of number factors such a spoor status of women in the society, more number of working women, lack of knowledge of Human Resource Departments, which majority of multi-national companies have, poor law and order in the society and no proper provisions in the law to deal with the problem of sexual harassment of women at workplace. Though the constitution of India ensures and guarantees every individual certain rights but still such acts take place and such sexual harassment violates the basic motive of the framers of the constitution. Any act of violence in the workplace is emerging as a national issue. This shows that a job does not exist in a vacuum but rather show a larger social context. It is in fact the women, who will have to

break the glass ceiling. An awareness of the current situation and the desire to overcome the obstacles posed by the society and their own selves alone would be an answer to the social evil of harassment and violence at workplace.

Kumar (2012) examined that in gender based harassment, women are the victim of harassment i.e. sexual harassment at workplaces. Many a times such kind of harassment remains unreported because of the fear of being imputed by a social circle and above all ignorance of legal remedies play a pivotal role in worsening this situation. In case of sexual harassment, the harasser is in a position of power or authority. It is necessary in present day situation to protect women and provide speedy redressal.

Ikyanyon and Ucho (2013) bullying among employees in a federal hospital in Nigeria is on rise. Low levels of bullying employees performed well as compared to employees who experienced high levels of bullying at work. Workplace bullying leads to suicidal tendencies among the victims of harassment and bullying. It is necessary to provide adequate support to the victims of workplace bullying. This will help in reducing the negative consequences of bullying on job satisfaction and performance.

Yahaya et al (2012) found that there is a relationship between workplace bullying and employees working relationship with performance. The strong contributor towards work performance was person related bullying. It causes negative effects on workers health and is considered to be a form of stress. This stress leads to anxiety, depression, chronic adjustment disorder and post traumatic stress disorder. The behaviors related to bullying includes spreading rumours or gossips, insulting, ignoring the work, ignoring the person, public humiliation, privacy intruding, yelling etc. Deliberate or unconscious bullying clearly results in an insult and offence and causes distress to one or more workers. This in turn, interferes with work environment. There is an impact on job performance as it sheds light on how workplace bullying leads to uncertainty and work to reduce chronic stressors.

Melamed (1995) suggested that women's satisfaction is obtained through favorable features of organizational and occupational opportunity structure. It appeared that they were more single-minded in their career pursuit. These women expressed a continuous interest in aspiring to higher positions within public sector hierarchies as well as in achieving intrinsic

rewards. Their presumption was that the longer a person's experience with the government, the more valuable they might be.

Edwards (1996) states that restructuring the public sector to be more like the private sector in response to a rapidly changing environment has profound, and often negative, consequences for women's career development. The changing scene of the Hong Kong government office will certainly have an impact on career motivation, particularly in career resilience, among young female executives.

Objective of the Study

- To analyze the relationship between self confidence, sexual harassment factors and women career development.
- To examine the effect of glass ceiling factors and women career development.

Research Methodology

A descriptive research design is used in this research. The population of the study is the workers in health sector. The sample size of the study is 100. The sample respondents are taken based on purposive sampling technique. Questionnaire is used to collect data. Self confidence and sexual harassment is measured with 25 dimensions and women career development is measured with statements. Self confidence and sexual harassment are taken as independent variable and women career development is treated as the dependent variable. The data gathered through the interviews and questionnaire surveys. The collected data entered into SPSS 21 version. Correlation and regression analysis is applied to answer the research objectives.

Analysis and Discussion

1.1 Relationship between self confidence and Women career development

Self Confidence Factors	r-value	p-value
My ability	0.556	0.001*
Health Competition	0.572	0.001*
Challenges in my Career	0.930	0.001*

Emotions Suitable	0.515	0.001*
Academic Suitable	0.941	0.001*
Myself as one of the best	0.494	0.001*
Abilities to solve problem	0.393	0.001*
Success reflects ability	0.594	0.001*
Committed to my job	0.624	0.001*
Progress in my Career	0.923	0.001*
Self Esteem	0.571	0.001*
Hard Working	0.392	0.001*

It is hypothesized that self confidence factors are not having relationship with women career development

Table 1.1 explains the relationship between self confidence and women career development. Pearson correlation is applied to test the above stated hypothesis. The calculated correlation values are found to be significant; hence the stated hypothesis is rejected.

From the correlation value, it is noted that the challenges in my career (0.930) and progress in my career (0.923) are having higher level of relationship with women career development. The committed to my job is having moderate level relationship with women career development. The hard working is having least level relationship with women career development.

1.2 Relationship between Sexual Harassment and women career Development

Sexual Harassment Factors	r-value	p-value
Knowledge about Sexual Harassment	0.515	0.001*
Mentally affected by Sexual Harassment	0.480	0.001*
Hurts through verbal behaviors	0.560	0.001*
Sexual Harassment in various ways	0.585	0.001*

Forible Physical Touch	0.399	0.001*
Hinders my professional life	0.534	0.001*
Hinders my personal life	0.412	0.001*
Sexual Harassment is intentional	0.521	0.001*
Sexual Harassment is inevitable	0.849	0.001*
Women cannot sustain because of Sexual Harassment	0.324	0.001*
Deviation in my workplace	0.456	0.001*
Lustful looks makes irritating	0.500	0.001*
style of dress can invite sexual harassment	0.723	0.001*

It is hypothesized that sexual harassment factors are not having relationship with women career development

Table 1.2 explains the relationship between sexual harassment and women career development. Pearson correlation is applied to test the above stated hypothesis. The calculated correlation values are noted to be significant; hence the stated hypothesis is rejected.

From the correlation value, it is noted that the sexual harassment is inevitable (0.849) and style of dress can invite sexual harassment (0.723) is having higher level of relationship with women career development. The women cannot sustain because of sexual harassment (0.324) is having least level relationship with women career development.

1.3 Effect of self confidence factors on women career development

R	R Square	Adjusted R Square	F-value	P-value
0.529	0.280	0.273	26.356	001

Self Confidence Factors	Un standardized Coefficients		Standardized Coefficients	t-value	p-value
	B	Std.Error	Beta		
(Constant)	7.355	1.118	-	6.581	0.001*
My ability	0.633	0.529	0.110	1.196	0.232(NS)
Health Competition	0.998	0.624	0.188	1.601	0.110*
Challenges in my Career	1.769	0.487	0.317	3.631	0.001*
Emotions Suitable	0.864	0.566	0.150	1.526	0.128(NS)
Academic Suitable	0.864	0.566	0.150	1.526	0.128(NS)
Myself as one of the best	2.877	0.672	0.510	4.280	0.001*
Abilities to solve problem	1.780	1.195	0.180	1.490	0.137(NS)
Success reflects ability	-0.176	0.490	-0.003	-0.359	0.720(NS)
Committed to my job	5.250	1.143	0.422	4.593	0.001*
Progress in my Career	2.492	0.887	0.182	2.808	0.005*

Self Esteem	-7.502	2.508	0.397	-2.991	0.003**
Hard Working	3.993	3.122	0.173	3.456	0.001*

Table 1.3 indicates the effect of self confidence factors on women career development. Here, the main dimensions namely my ability, health competition , challenges in my career, emotions suitable, academic suitable, myself as one of the best, abilities to solve problem, success reflects ability , committed to my job, progress in my career, self esteem and hard working are considered as independent variables and women career development is treated as a dependent variable.

Further, multiple regressions is applied to identify the strongest predictors of women career development. The measure of strength of association in the regression analysis is given by the coefficient of regression determination donated by R-square value. The adjusted R-square value is found to be 0.280, which implies that 28.0 percent of the variation on the level of women career development is explained by the independent variables. The F- value is 26.356 and p-value is 0.001, which is significant at one percent level. Hence, it is inferred that there is significant influence of self confidence on women career development. Here, the predictor of women career development is expressed by the equation.

Self Confidence = 7.355+5.250(committed to my job) + 3.993(hard working) + 2.492(progress in my career) + 1.769(challenges in my career) - self esteem (7.502)

The standardised co-efficient beta value indicates the relative importance of the predictors on women career development. Here, committed to my job, hard working, progress in my career and challenges in my career are positively influenced the women career development. However, self esteem is negatively influenced the women career development. From the regression equation, it is inferred that to have one unit increases in women career development, committed to my job increases by 5.250 when others factors remain constant. Similarly, to have one unit increases in women career development, hard working, and progress in my career and challenges in my career increases. But to have one unit decreases of women career development, because of self esteem are the self confidence factors are decreases.

1.4 Effect of sexual harassment on women career development

R	R Square	Adjusted R Square	F-value	P-value
0.893	0.652	0.648	83.466	0.001*

Sexual Harassment Factors	Unstandardized Coefficients		Standardized Coefficients	t-value	p-value
	B	Std.Error	Beta		
(Constant)	3.901	0.134	-	29.071	0.001*
Sexual Harassment Factors	0.131	0.028	0.330	4.661	0.001*
Knowledge about Sexual Harassment	-0.064	0.026	-0.283	-2.459	0.014**
Mentally affected by Sexual Harassment	0.142	0.043	0.353	3.336	0.001*
Hurts through verbal behaviors	0.068	0.038	0.147	1.765	0.078(NS)
Sexual Harassment in various ways	-0.195	0.040	-0.382	-4.947	0.001*
Forible Physical	-0.072	0.047	-0.218	-1.530	0.001*

Touch					
Hinders my professional life	-0.004	0.029	-0.012	-0.122	0.903(NS)
Hinders my personal life	0.567	0.024	-0.004	-0.062	0.001*
Sexual Harassment is intentional	0.069	0.038	0.169	1.804	0.072(NS)
Sexual Harassment is inevitable	-0.148	0.038	-0.355	-3.912	0.001*
Women cannot sustain because of Sexual Harassment	0.074	0.024	0.148	3.021	0.345(NS)
Deviation in my workplace	0.001	0.021	0.004	0.052	0.958(NS)
Lustful looks makes irritating	0.140	0.022	0.316	6.460	0.001*

Table 1.4 indicates the effect of sexual harassment factors on women career development. Here, the main dimensions namely sexual harassment factors, knowledge about sexual harassment, mentally affected by sexual harassment, hurts through verbal behaviors, sexual harassment in various ways, forcible physical touch, hinders my professional life, sexual harassment is intentional, sexual harassment is inevitable, women cannot sustain because of sexual harassment, deviation in my workplace and lustful looks makes irritating are considered as independent variables and women career development is treated as a dependent variable.

Further, multiple regressions is applied to identify the strongest predictors of women career development. The measure of strength of association in the regression analysis is given by the coefficient of regression determination donated by R-square value. The adjusted R-square value is found to be 0.648, which implies that 64.8 percent of the variation on the level of women career development is explained by the independent variables. The F- value is 83.466 and p-value is 0.001, which is significant at one percent level. Hence, it is inferred that there is significant influence of self confidence on women career development. Here, the predictor of women career development is expressed by the equation.

Sexual Harassment = 3.901+ 0.567(hinders my personal life)+ 0.142(mentally affected by sexual harassment)+ 0.140(lustful looks makes irritating) + 0.131(sexual harassment factors) – 0.064(knowledge about sexual harassment)- 0.072(forbible physical touch) –0.148 (sexual harassment is inevitable)- 0.195(sexual harassment in various ways).

The standardised co-efficient beta value indicates the relative importance of the predictors on women career development. Here, hinders in my personal life, mentally affected by sexual harassment, lustful looks make irritating and sexual harassment factors are positively influenced the women career development. However, knowledge about sexual harassment, forbible physical touch, sexual harassment is inevitable and sexual harassment in various ways is negatively influenced the women career development. From the regression equation, it is inferred that to have one unit increases in women career development, hinders in my personal life increases by 0.567 when others factors remain constant. Similarly, to have one unit increases in women career development, mentally affected by sexual harassment, lustful looks make irritating and sexual harassment factors increases. But to have one unit decreases of women career development, because of knowledge about sexual harassment, forbible physical touch, sexual harassment is inevitable and sexual harassment in various ways are the sexual harassment factors are decreases.

Conclusion:

From this paper, it is concluded that self confidence and sexual harassment is positively related with women career development. It is also important factor in career development of women in health sector. The strong unique and significant statistical contributions to explaining the study dependent variable women career development while

variables such as sexual harassment is inevitable and style of dress can invite sexual harassment made strong unique contributions but made low significant contributions to the prediction of the dependent construct.

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