

Major: HUMAN RESOURCE MANAGEMENT

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**WORKPLACE BULLYING AND PHYSICAL SYMPTOMS: A
SEQUENTIAL MEDIATION ANALYSIS IN MANUFACTURING
SECTOR OF PAKISTAN**



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ABSTRACT

This study is conducted to identify the influential relationship between workplace bullying and physical symptoms within manufacturing industry of Pakistan. This study has explained workplace bullying with violence, harassment, and discrimination, and considered it as independent variable. Whereas, physical symptoms are explained by stress, anxiety, eating disorder, high blood pressure, and sleeping disruptions, and considered as dependent variable. In this research, the major emphasis was on proving the significant relationship amongst workplace bullying and physical symptoms within manufacturing industry of Pakistan. To prove this relationship, a survey has been conducted through a structured questionnaire regarding this literature, in which employees associated with the manufacturing industry of Pakistan have been requested to share their experiences regarding workplace bullying and its effect over their physical symptoms. Then, to identify the results on data gathered through the responses by the respondents, hypothesis test has been used. Results of the test have shown that there exists a significant relationship between workplace bullying and physical symptoms within manufacturing industry of Pakistan. Several statistical instruments used in this study includes descriptive frequencies, reliability, correlation, regression, ANOVA, and coefficients to conduct the analysis within this study. Conclusively, it can be said that workplace bullying has a significant impact on the physical symptoms within manufacturing industry of Pakistan.

Key words: Workplace Bullying, Violence, Harassment, Discrimination, Physical Symptoms, Stress, Anxiety, High Blood Pressure, Eating Disorder, Sleeping Disruption, etc.

Table of Contents

ACKNOWLEDGEMENT	2
ABSTRACT	3
CHAPTER 1: INTRODUCTION	7
<i>1.1 Contextual Background</i>	7
<i>1.2 Industry Analysis (Manufacturing Industry of Pakistan)</i>	8
<i>1.3 Research Gap</i>	9
<i>1.4 Research Problem</i>	10
<i>1.5 Research Questions</i>	10
<i>1.6 Research Objective</i>	10
<i>1.7 Significance of the Study</i>	11
<i>1.8 Definition of Key Terms</i>	11
<i>Summary of the Chapter</i>	12
CHAPTER 2: LITERATURE REVIEW	13
<i>Introduction</i>	13
<i>2.1 Literature Search Strategy</i>	13
<i>2.2 Bullying</i>	13
<i>2.3 Bullying Characteristics</i>	15
<i>2.4 Workplace Bullying</i>	17
<i>2.4.1 Violence</i>	19
<i>2.4.2 Harassment</i>	21
<i>2.4.3 Discrimination</i>	22

<i>2.5 Organizational Theories</i>	24
<i>2.6 Historical Overview</i>	25
<i>2.7 Current Findings</i>	26
<i>2.8 Alternative Viewpoints</i>	27
<i>2.9 Workplace Bullying and Physical Symptoms</i>	28
<i>Summary of the Chapter</i>	31
CHAPTER 3: RESEARCH FRAMEWORK	33
<i>3.1 Hypothesis</i>	33
CHAPTER 4: METHODOLOGY	34
<i>4.1 Introduction</i>	34
<i>4.2 Variables of the Study</i>	34
<i>4.3 Research Methodology</i>	34
<i>4.4 Type of Investigation</i>	34
<i>4.5 Role of Researcher</i>	34
<i>4.6 Data Collection Technique</i>	35
<i>4.6.1 Sampling Technique</i>	35
<i>4.6.2 Pilot Study</i>	35
<i>4.7 Data Analysis</i>	36
<i>4.8 Reliability and Validity</i>	36
<i>4.8.1 Variables</i>	36
<i>4.8.2 Sampling</i>	36
<i>4.8.3 Instrumentation</i>	36

<i>4.8.4 Procedure</i>	36
CHAPTER 5: FINDINGS AND ANALYSIS	37
<i>5.1 Introduction</i>	37
<i>5.2 Results of Empirical Methodology</i>	37
<i>5.3 Data Analysis</i>	37
CHAPTER 6: CONCLUSION AND RECOMMENDATIONS	42
<i>6.1 Discussion</i>	42
<i>6.2 Practical Implication</i>	43
<i>6.3 Conclusion</i>	43
<i>6.4 Recommendations and Future Research</i>	44
<i>6.5 Limitations</i>	44
BIBLIOGRAPHY	46
APPENDIX	50