Indian Journal of Economics and Business
Vol. 20 No. 4 (December, 2021)

http://www.ashwinanokha.com/IJEB.php

Effects of Sexual Harassment on Women Psychological Well-Being with Moderating Role of Perceived Organizational Support and Perceived Peer Support: Evidence from Health Sector, Khyber Pakhtunkhwa, Pakistan

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Received: 07th October 2021
Revised: 20th November 2021
Accepted: 09th December 2021

Abstract

Purpose

Sexual harassment is a source of stress in the workplace that has a detrimental influence on productivity. Many studies have been conducted on this issue in recent years due to its adverse consequence. The purpose of this study is to investigate sexual harassment effects on the women psychological well-being with moderating role of perceived organizational support and perceived peer support on sexual harassment-psychological well-being relationship of nurses working in Government Medical Teaching Institutions (MTI) Hospitals of Khyber Pakhtunkhwa province of Pakistan.

Methodology

Questionnaires were used to collect data from 357 nurses working in the target hospitals using the stratified sampling by considering each hospital as the separate stratum. Scales measuring the variables of the study were adopted from other studies.

Main findings

Results of the study indicated that sexual harassment has significant and negative relationship with the psychological well-being. The results also revealed that perceived organizational support negatively moderates the relationship between sexual harassment and psychological well-being while the moderating effect of perceived peer support was found insignificant

Applications of the study

The study has implications for the hospitals' management to tackle sexual harassment at workplace and to better formulate and apply policies to control sexual harassment to favorably affect the employee psychological well-being with due regard to the role of perceived organizational support as the mitigating mechanism between sexual harassment and psychological well-being.

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Originality of the study

The existing literature is very much deficient as regards the sexual harassment effects on the women employees' psychological well-being and moderating role of perceived organizational support and perceived peer support. Specifically, no such study is conducted in Pakistan. Therefore, this study aims to contribute towards the pertinent literature in this regard.

Keywords: Sexual Harassment, Psychological Well-Being, Perceived Organizational Support, Perceived Peer Support.

1. Introduction

In nearly every corner of the globe, women's worries and insecurities appear to be endless, women's engagement in all spheres of work has increased, and women are increasingly valued members of society, she plays a key part in progress because of their potential. Females are subjected to a multitude of challenges and crimes that prevent them from realizing their full potential, such as sexual assault and harassment (Ali & Rukhsana, 2019). Sexual harassment is a workplace occurrence that can result in serious and detrimental negative emotions including shame and depression (Li et al., 2016). As a result of the personal and work-related effects of sexual assault, organizations suffer increased expenditures. Direct costs connected with sexual harassment at work include termination, re-recruitment, other human resource related issues, and disciplinary action against employees (McDonald, 2012). Due to a number of government initiatives such as Equal Employment Opportunity and Affirmative Actions, there has been a progressive increase in workforce diversity, particularly gender diversity, in recent years. Females are increasingly joining the workforce and working in a variety of fields alongside their male counterparts (Phillips et al., 2020) Women encounter a number of difficulties as newcomers to professional jobs, one of which is sexual harassment. Sexual harassment is a problem that practically every society in the world is still grappling with. More lately, the globe has witnessed horrifying incidents as a result of the #MeToo campaign, which has pushed a growing number of women to expose their sexual harassment and abuse stories. Pakistani women have multiple identities based on their socioeconomic status, race, culture, linguistic, and profession, and they are sexually abused and repressed for a variety of causes. Women in Pakistan are certainly victims, and it's hard to imagine how many Pakistani women experience sexual harassment in their career and interpersonal lives. Another concern in Pakistan is gender discrimination, which is a product of societal conservatism and religious fundamentalism, every profession in the country reflects a very thought-provoking reality in terms of women representation, and these professions face significant risks, obstacles, and prejudice (Jamil, 2020). Because Pakistan is a predominantly male-dominated nation, women are treated as second-class citizens (Ferdoos, 2015). Women spend the majority of their time in Parda (veil), shielding themselves from males. A confrontation with the male world is a harrowing experience for them (Syed et al., 2005). According to the social exchange theory (Blau, 1964), when employees see workplace abuse, they withdraw good actions and engage in deviant behavior. Physical assaults or attacks, shoving, hitting, kicking, spitting, biting, punching, homicide, and rape are examples of violent behaviors (Karim, 2021).

2. Literature Review

Sexual harassment in the workplace is one of the most widespread forms of gender-based violence in Pakistan's formal and informal sectors. Sexual harassment occurs when a woman wants to enter the labor

and take on f1inancial responsibilities for her family in violation of social norms. In Pakistani society, women are progressively emerging from their sequestered existence within their homes to join the workforce, despite the gender roles and conventions that have been ascribed to them. However, societally established gender norms and cultural misconceptions are erecting barriers to their progress through a variety of techniques. However, since 1990, the average yearly growth rate of female involvement in the workforce has grown. In 1990, it was only 13.2 percent, but by 2017 it had risen to 22.4 percent. However, in comparison to other South Asian countries, women involvement in the labor force is still quite low (Hadi, 2017). Despite the fact that women make almost half of Pakistan's population, they account for approximately a quarter of the labor force. This means that vast human resources are currently untapped, contributing neither to the nation's economic progress nor to their own social status. Furthermore, as compared to the informal sector, the formal sector has a greater rate of sexual harassment, with a rate of 93 percent (Parveen, 2010). According to a research conducted by UNISON (2008), more than half of working women in Pakistan are sexually harassed; nevertheless, most cases of sexual harassment go unreported. As a result, reported incidences of gender-based violence do not accurately reflect the prevalence of sexual harassment in the workplace (Sadruddin et al., 2013).

Sexual assault has been shown to have harmful consequences on employees' beliefs, behavior, and psychological well-being, including loss of employment and satisfaction, poor organizational involvement, and effects on work productivity, physical, and mental health (Fitzgerald et al., 1995). Sexual harassment will continue to be an issue as long as women work outside the home. Women's abilities and ability for higher-level positions are being lost by companies, while women are losing the income, status, and voice in society that such a job can provide. Workplace bullying, ostracism, guilt, threats, passive treatment, and other forms of sexual assault can all have unreported social consequences (Folke et al., 2020).

Psychological well-being is healthy interpersonal relationships, personal dominance, self-reliance, a feeling of purpose and meaning in life, and personal growth and development (Ryff et al., 1995). Sexual assault has a greater psychological impact on women than it does on males; sexual harassment is linked to an increase in emotional problems as well as a decrease in subjective well-being (Espelage et al., 2019). Eisenberger et al. (1986) defines perceived organisational support (POS) as global perceptions about how much the organization respects and cares about its employees' well-being. Perceived organizational support is frequently influenced by organizational incentives and job conditions. Extrinsic motivation can be more important to an employee than intrinsic drive, because perceived acknowledgment has the power to turn a disgruntled employee into a productive employee (Van et al., 2018). Workers are more likely to return their employers by attempting to fulfill their corporate responsibilities by becoming more active since they believe their employers value their efforts and consider their well-being to be more important as a result (Imran et al., 2020). Workers who feel empowered work for an organization that helps them reciprocate by offering attitudinal and behavioral outcomes that reflect their job happiness, psychological conformance with the firm and its goals, and mental psychological attachment to the company (Gupta et al., 2016).

Peer support is a system in which people who has comparable experiences or are facing similar challenges band together as equals to provide and receive help based on common knowledge (Riessman, 1989). When a peer is violently abused, the victim can benefit from relationship counseling. Peers can aid by providing direct support to the victim in dealing with the trauma created by the harassment and helping them feel less alienated or alone in their peer group (Sagrestano, 2019). Peer support is an effective approach for delivering and receiving aid that is an extension of the fundamental human impulse to respond to shared

concerns. It has been used by people dealing with a variety of social circumstances, mental health issues, and health challenges (Penney et al. 2008).

Hypothesis 1:-Sexual harassment has negative relationship with psychological well-being.

Hypothesis 2:- Perceived organizational support (POS) moderates sexual harassment and psychological well-being relationship.

Hypothesis 3:- Perceived peer support (PPS) moderates sexual harassment and psychological well-being relationship.

3. Methodology

Data were obtained from 357 staff nurses working in Khyber Pakhtunkhwa MTI hospitals, Pakistan, using questionnaires and a stratified sampling technique wherein each hospital was taken as a stratum and from each stratum based on the researcher and respondents' contact, the data were collected. Other studies' scales for measuring the study's variables were used. For measuring Sexual Harassment, the scale developed by Fitzgerald et al. (1988) was used. For measuring Psychological Well-Being, Warwick-Edinburgh Mental Well-Being Scale (WEMWBS), 2006, was used and General Health Questionnaire was used developed by Goldberg & Williams (2000).Perceived Organizational Support was measured by items developed by Eisenberger et al. (1997). Perceived Peer Support was measured through the scale developed by Sirgy et al. (2001). This research study has been carried out at Khyber Pakhtunkhwa Government MTI hospitals, 97.5 percent of the participants were from BPS-16, 1.7 percent from BPS-17 and percentage of BPS-18 was 0.8 percent. Despite the fact that respondents in the sample spanned various age categories, the majority of the respondents (nurses) were between the ages of 25 and 35, accounting for 57.7% of the total. Most of the participants had Bachelor qualification (14 years of education). The respondents' experience spans all of the experience categories, with the majority having between 2 and 5 years of experience. This amount of time in the field is deemed adequate for adapting to the environment.

4. Analysis and Results

Structural Equation Modeling (SEM) is used to analyze the collected data which identifies and test models containing specific observed and unobservable or latent variables and also inter-linear relationship of variables (Sarstedt & Ringle, 2020). This study relies on the Partial Least Squares SEM or PLS-SEM. Wold (1966) developed the PLS technique to analyze high dimensional data in a low structured environment, after this there has been extension and modification in this technique. There are two linear equations in path models of PLS, inner and outer models, the inner model indicates inter-unobserved (latent) variables relationship whereas the outer model shows the relationship of latent variable with its manifest variables or observed indicators (Henseler & Sarstedt, 2013). The SmartPLS software is used to analyze data and generate the SEM results.

PLS-SEM consists of reflective and the formative outer model. Reflective outer model is assessed in terms of consistency reliability measured through Cronbach's Alpha and Composite Reliability, Construct Validity measured through Average Variance Extracted and discriminant validity (Ab Hamid et al., 2017).Taking

into account the perception based researches, most of the measures consist of reflective indicators involving the pertinent researches (Hair Jr, 2017).In contrast, the use of formative indicators results in making irrelevant traditional measures on the relevant individual item reliability along with convergent validity highlighting issues related to the formative outer model (Hulland, 1999). Moreover, the different discriminant validity techniques may not be suitable to be applied in case of the formative indicators (Henseler et al., 2015).

For reflective indicators, the indicators or measures represent or reflect the associated unobserved underlying variable or construct and a construct cause (give rise) to observed indicators, whereas formative indicators cause (define) construct entirely, a defined construct is determined by the linear combination of its specific indicators or measures (Hulland, 1999).In this research, variables (constructs) give rise or cause observed items measured in terms of questions on the adopted scale. Furthermore, this research study also meets three main requirements of the reflective model highlighted by Urbach and Ahlemann (2010), including all indicators need to share common theme, they need to have same antecedents and consequences and dropping any indicator should not change a construct central domain. Therefore, we have used reflective indicators in this study. Also, the reflective indicators are appropriate in case of theory testing as epistemological, statistical and logical problems are found in the use of formative constructs (Urbach & Ahlemann, 2010). This study also aims to test conceptual framework (in terms of pertinent hypotheses) which are based on theoretical as well as empirical perspective. For this reason, the reflective indicators are the suitable relevant measures which should to be used.

4.1. Internal Consistency Reliability

Cronbach's alpha (α) is widely used for evaluating data internal consistency. A construct with high Cronbach's alpha value depicts that within a construct items have similar meaning with similar range (Cronbach, 1951). Based on observed variables' inter-correlation, this technique estimates reliability. Composite reliability (CR) is also used for the reliability assessment that also considers indicators' loadings, having the acceptable values > 0.60 for exploratory studies, values having 0.70-0.90 range are regarded satisfactory and values > 0.90 are not undesirable (Ramyah et al., 2018). The ρA (rho_A) is the third measure of reliability commonly used and its threshold value either should be equal or greater than 0.70.

Reliability intends to determine the level to which one or more than one indicators show consistency with what these indicators target to measure showing indicators reliability (Urbach & Ahlemann, 2010). An indicator's reliability illustrates proportion of indicator's variance that is explained by the latent variable. There are the following acceptable values of an indicator reliability: -

- Loading values ≥ 0.40 are considered acceptable, in case loadings summation leads to greater loading scores contributing to average variance extracted (AVE) values greater than >0.5 (Hulland, 1999).
- Loading values ≥ 0.5 are considered acceptable, in case loadings summation leads greater loading scores contributing to AVE values more than 0.5 (Byrne, 2016).
- Loading values ≥ 0.6 are considered acceptable, in case loadings summation leads to greater loadings score contributing to AVE values more than 0.6 (Byrne, 2016).
- Loading values ≥ 0.70 (Hair et al., 2010).

- Loading values ≥ 0.708 showing that at minimum a latent variable has the ability to explain 50 percent of an indicator's variance (Hair et al., 2010).

4.2. Convergent Validity

Convergent validity shows the individual indicators' convergence of a particular construct in comparison to indicators which are measuring other constructs (Urbach & Ahlemann, 2010). It is also referred to as AVE (Hair et al., 2014). AVE is squared loadings' mean value of all indicators related to a specific construct (Ramyah et al., 2018). It shows a latent construct's explanation of its indicators' variance (Hair et al., 2017). In order to have convergent validity, each construct should account for at least 50 percent variation of indicators that implies that AVE should exceed 0.5 (Hair Jr et al., 2017).

4.3. Discriminant Validity

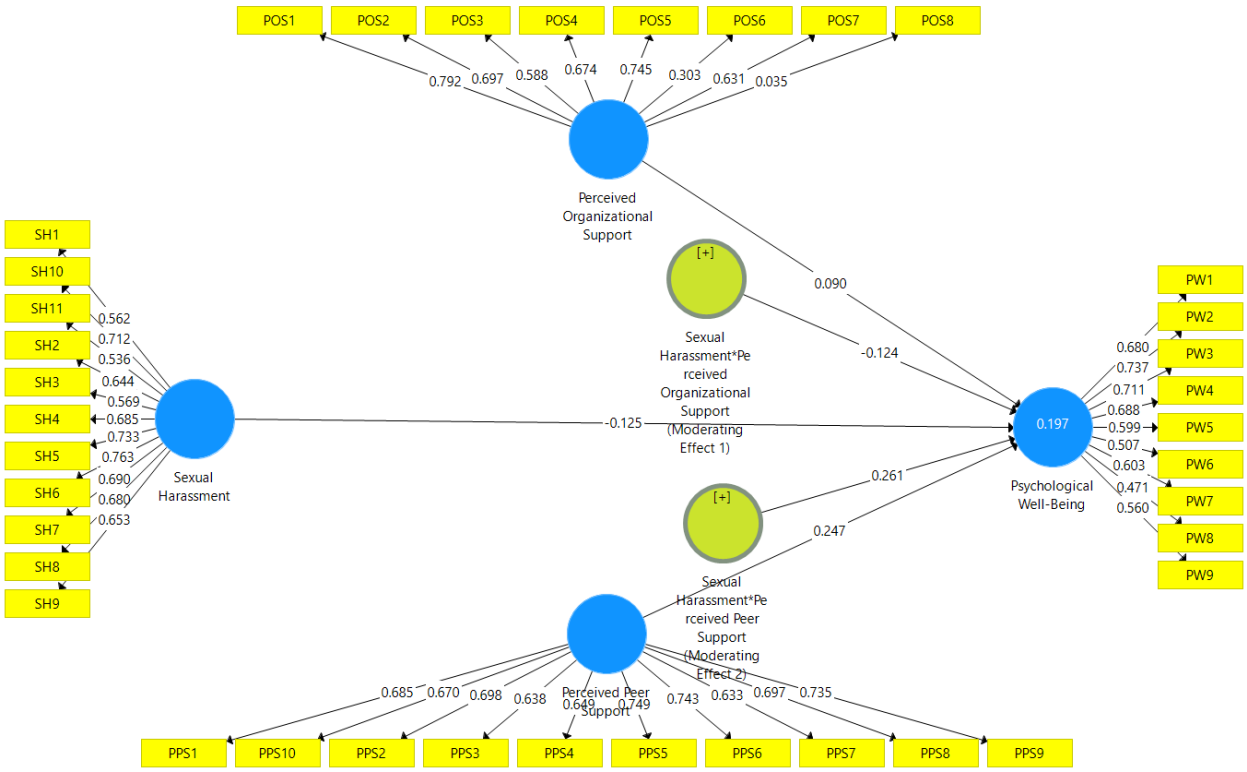
Discriminant validity depicts the level to which indicators show difference across constructs or measure distinct concepts by considering correlation between the measures that are possibly be overlapping. In simple words, it illustrates the extent to which constructs are actually different or distinct from each other. There are three main criteria in the Smart PLS for measuring the discriminant validity.

1. **Cross loading criterion:** On a specific construct, the indicators' loadings should be greater as compare to loadings on all other latent variables. Also, the difference of inter-loadings across latent variables should not be below 0.1 (Chin, 1998). In case, if each indicator loadings are more for its construct in contrast to other constructs, then indicators of constructs may not be interchangeable.
2. **Fornell and Larcker's (1981) criterion.** Using this criterion, a latent variable needs to explain adequately variance on its indicators in comparison to other latent variables' variance. Besides, AVE of a latent variable is required to exceed squared correlation of latent variable with all other variables; alternatively, square root of AVE on diagonal should be more than correlation on the off-diagonal.
3. **Heterotrait-Monotrait ratio of correlation (HTMT).** HTMT is correlations ratio prevailing within constructs to correlations between constructs. It estimates correlation between any of the two constructs when they are measured perfectly (having perfect reliability without error). The HTMT threshold value is 0.85 in case of high conservative assessments and 0.90 in case of high liberal assessments while HTMT value exceeding these values shows the lack of discriminant validity for different variables (Roemer, 2021).

The convergent and discriminant validity are assessed under reflective measurement model. The loadings of value equal to or greater than 0.5 are acceptable if loadings' summation results in high loadings scores contributing to AVE values greater than 0.5 (Byrne, 2016).Therefore, the items with low loadings (below 0.5 value) are deleted as they affected the convergent validity (AVE). The deleted items consisted of POS6, POS8, PPS3, PPS4, PPS7, PW5, PW6, PW8, PW9, SH1, SH11 and SH3. Figure 1 shows un-amended measurement model containing all items without deletion.

Figure 1

Un-Amended Measurement Model



All remaining items after deletion can be seen in the Table 4.1 having loadings exceeding 0.6.

Table 4.1

Outer Loadings (Amended Measurement Model)

Construct	Items	Loadings
Perceived Organizational Support	POS1	0.781
	POS2	0.717
	POS3	0.678
	POS4	0.722
	POS5	0.784
	POS7	0.697
Perceived Peer Support	PPS1	0.672
	PPS10	0.716
	PPS2	0.683
	PPS5	0.725
	PPS6	0.759
	PPS8	0.706
	PPS9	0.759

Psychological Well-Being	PW1	0.714
	PW2	0.780
	PW3	0.757
	PW4	0.710
	PW7	0.611
Sexual Harassment	SH10	0.680
	SH2	0.661
	SH4	0.707
	SH5	0.778
	SH6	0.786
	SH7	0.733
	SH8	0.647
	SH9	0.676

Table 4.2 shows that the Cronbach's Alpha value is more than 0.70. The composite reliability values are in the range (0.70-0.90) and rho_A values are also more than 0.70 to indicate enough internal consistency or convergence (Ramayah et al., 2018). Hence, the data overall have the reliability. The Table 4.2 also shows that all AVEs are greater than 0.5 after the deletion of items (Hair et al., 2017). Therefore, the data also have the convergent validity.

Table 4.2

Construct Reliability and Validity (Amended Measurement Model)

	Cronbach's Alpha	**rho_A**	**Composite Reliability**	**Average Variance Extracted (AVE)**
Perceived Organizational Support	0.838	0.859	0.873	0.534
Perceived Peer Support	0.846	0.858	0.881	0.515
Psychological Well-Being	0.763	0.773	0.840	0.514
Sexual Harassment	0.862	0.881	0.890	0.504

After this, we will assess the discriminant validity. Indicators need to be load more on their constructs in contrast to other constructs and average variance or the variance shared between each construct and its relevant measures should be greater than the variance shared between construct and other constructs (Fornell & Larcker, 1981).Table 4.3 illustrates that all constructs show adequate discriminant validity as AVE square root (diagonal) is more than correlations (off-diagonal) for all reflective constructs.

Table 4.3

Fornell-Larcker Criterion (Amended Measurement Model)

	Perceived Organizational Support	Perceived Peer Support	Psychological Well-Being	Sexual Harassment
Perceived Organizational Support	0.731			
Perceived Peer Support	-0.030	0.718		
Psychological Well-Being	0.094	0.253	0.717	
Sexual Harassment	0.044	-0.088	-0.165	0.710

Table 4.4 depicts cross-loadings between constructs. Each indicator is required to load high or more on its own constructs but low or less on other constructs. The table shows that all indicators are loading high on their own constructs and have low loadings on other constructs. This indicates that the constructs are distinctly different from each other and discriminant validity is achieved.

Table 4.4

Cross Loadings (Amended Measurement Model)

	Perceived Organizational Support	Perceived Peer Support	Psychological Well-Being	Sexual Harassment
POS1	**0.781**	-0.052	0.086	0.039
POS2	**0.717**	-0.058	0.026	0.009
POS3	**0.678**	-0.067	0.030	0.000
POS4	**0.722**	0.021	0.085	0.010
POS5	**0.784**	-0.008	0.082	0.066
POS7	**0.697**	-0.028	0.025	0.045
PPS1	-0.008	**0.672**	0.154	-0.079
PPS10	-0.131	**0.716**	0.235	-0.081
PPS2	-0.033	**0.683**	0.136	-0.089
PPS5	-0.007	**0.725**	0.156	-0.034
PPS6	0.045	**0.759**	0.191	-0.172
PPS8	-0.003	**0.706**	0.133	-0.018
PPS9	0.013	**0.759**	0.216	0.031
PW1	0.051	0.109	**0.714**	-0.120
PW2	0.063	0.222	**0.780**	-0.125
PW3	0.046	0.197	**0.757**	-0.132
PW4	0.119	0.189	**0.710**	-0.135
PW7	0.046	0.178	**0.611**	-0.069
SH10	-0.010	-0.019	-0.152	**0.680**
SH2	-0.006	-0.073	-0.101	**0.661**

SH4	0.070	-0.124	-0.164	**0.707**
SH5	0.041	-0.019	-0.081	**0.778**
SH6	0.045	-0.087	-0.123	**0.786**
SH7	0.086	-0.012	-0.085	**0.733**
SH8	-0.035	-0.111	-0.076	**0.647**
SH9	0.059	-0.012	-0.068	**0.676**

Finally, discriminant validity is assessed through HTMT criterion which was developed by Henseler et al. (2015). Table 4.5 illustrates that all values are below HTMT threshold values, 0.85 and 0.90 suggested by Roemer (2021) which shows that discriminant validity is realized. Figures 2 shows the measurement model with deleted items having low loadings.

Table 4.5

Heterrotrait-Monotrait Ratio (HTMT) (Amended Measurement Model)

	Perceived Organizational Support	Perceived Peer Support	Psychological Well-Being	Sexual Harassment
Perceived Organizational Support				
Perceived Peer Support	0.091			
Psychological Well-Being	0.099	0.298		
Sexual Harassment	0.093	0.141	0.181	

Multicollinearity shows inter-independent correlations and is a serious problem affecting the estimates of regression model. The problem of predictor collinearity (lateral collinearity) can sometimes mislead the findings as may influence causal effect (Kock & Lynn, 2012). The measure of multicollinearity, VIF either be equal to or less than 3.3 or 5 (Hair et al., 2021). This study has one independent variable, the sexual harassment; therefore, there was no issue of multicollinearity. Furthermore, Table 4.6 illustrates that the individual items' VIF values are also below the above threshold values which indicates that there is no multicollinearity among individual items. The inner VIF values (Table 4.7) are also below the threshold values that again depicts the absence of multicollinearity. Figure 2 shows amended measurement model with deleted items.

Table 4.6

Outer VIF Values (Amended Measurement Model)

	VIF
POS1	1.728

POS2	1.862
POS3	1.620
POS4	1.453
POS5	1.707
POS7	1.778
PPS1	1.870
PPS10	1.543
PPS2	1.883
PPS5	1.933
PPS6	1.827
PPS8	1.720
PPS9	1.704
PW1	1.473
PW2	1.619
PW3	1.613
PW4	1.300
PW7	1.260
SH10	1.663
SH2	1.532
SH4	1.580
SH5	2.348
SH6	2.402
SH7	2.586
SH8	1.740
SH9	1.942

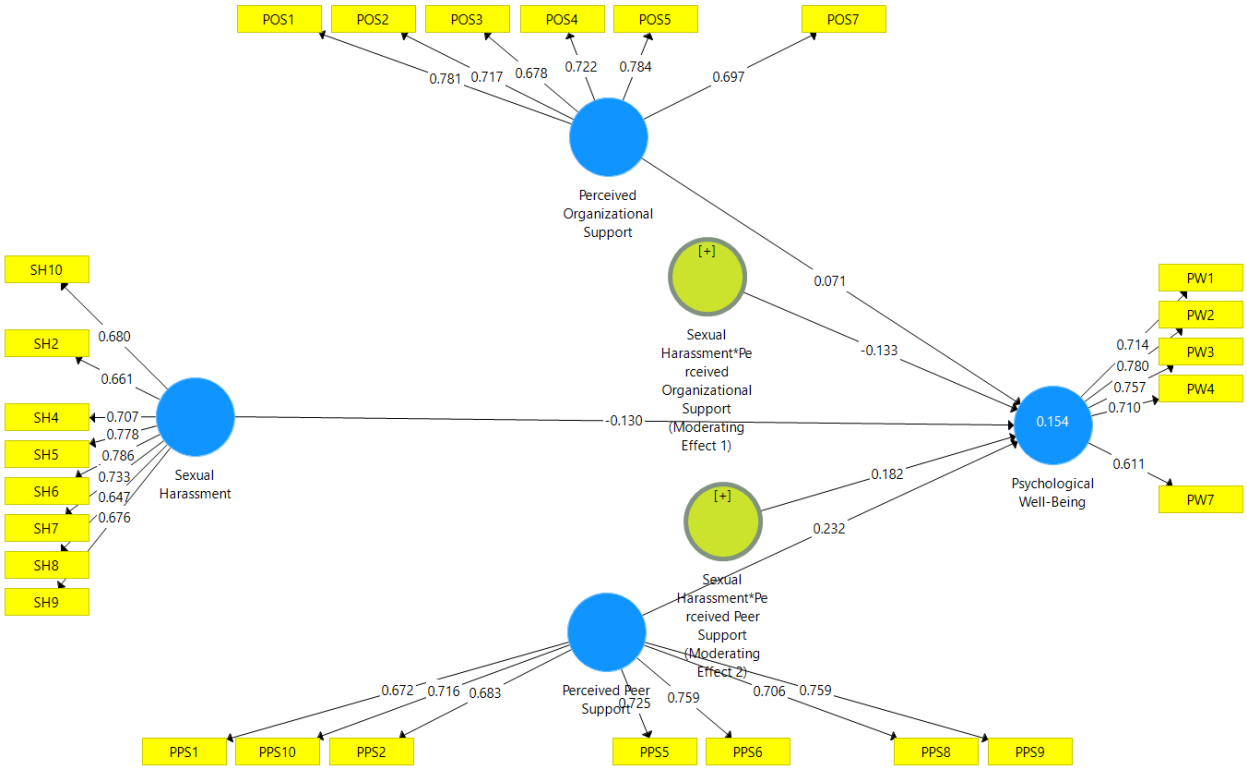
Table 4.7

Inner VIF Values (Amended Measurement Model)

	Psychological Well-Being
Perceived Organizational Support	1.054
Perceived Peer Support	1.033
Sexual Harassment	1.016

Figure 2

Amended Measurement Model



4.4. Assessment of Goodness-of-Fit (GOF)

Before we have the interpretations of structural model, the mode fit needs to be estimated. The goodness-of-fit (GOF) as PLS-SEM measure is suggested by Tenenhaus et al. (2004). However, this measure is deficient in identification of miss-specified models and not a fit measure of use, hence, researchers in case of PLS-SEM generally rely on measures depicting predictive abilities of a model to judge its quality in place of fit measures (Henseler & Sarstedt, 2013). PLS-SEM abilities for theory testing are extended by development of the model fit measures and accordingly the SmartPLS have assessment model fit criteria like Standardized Root Mean Square Residual (SRMR), Normed Fit Index (NFI) and RMS Theta (Ramayah et al., 2018).SRMR is difference of observed correlation with model's implied correlation matrix, and, so it allows average magnitude assessment or level of discrepancies existing between observed and expected correlations as absolute representation or measure of model fit criterion (Ramayah et al., 2018). SRMR value in the range 0.10 to 0.80 is regarded an appropriate fit (Hu & Bentler, 1999). As can be seen in the Table 4.15, the SRMR values of both saturated and estimated models are 0.066 showing that the model can be a good fit. Bentler and Bonettt (1980) developed NFI. NFI computes proposed model's Chi^2 value followed by its comparison with meaningful benchmark as proposed model's Chi^2 value has no sufficient information to judge model fit, for this reason, NFI uses Chi^2 value of null model as yardstick, after this NFI is defined as minus Chi^2 value of the proposed model over Chi^2 value of the null model, consequently, NFI value of range 0-1 are produced, with NFI value in case lies close to 1, then better will be model fit (Ramyah et al., 2018). As can be noted in the Table 4.8, the NFI value of both saturated and estimated models is 0.703, closer to 1 suggesting the good model fit. RMS Theta is root mean squared residual covariance of outer

model residuals (Lohmoller. 1989). It measures degree to which outer model residuals correlate (Ramyah et al., 2018). Its acceptable range is 0.12-0.14 (Lohmoller, 1989; Henseler, 2014).Table 4.8 shows that the RMS Theta value is 0.143 which is nearly in the range (0.12-0.14). Therefore, the model may again be considered a good fit.

Table 4.8

Model Fit Summary (Amended Measurement Model)

	Saturated Model	Estimated Model
SRMR	0.066	0.066
NFI	0.753	0.753
RMS Theta	0.143	

4.5. Assessment of Structural Model

The first hypothesis is direct, developed between constructs. The t-statistics for all paths are calculated using bootstrapping function provided in the SmartPLS to test the significance level. The Table 4.9 shows that the first hypothesis has t-value greater than 0.05 which depicts that sexual harassment has significant effect on the psychological well-being. Also, the standard Beta value is negative suggesting that increase in sexual harassment will decrease psychological well-being. The R^2 value is 0.154 (Table 4.11) which shows variation in psychological well-being explained by the sexual harassment.

The moderator perceived organizational support significantly affects relationship of sexual harassment with psychological well-being. Its interaction term is significant with negative Beta value indicating that perceived organizational support moderates as well as weakens effect of sexual harassment on psychological well-being or if there is high perceived organizational support then increasing sexual harassment will have low effects to decrease the psychological well-being. The Moderating Effect 2 (interaction term) showing the moderating effect of perceived peer support is insignificant.

Table 4.9

Path Coefficients (Amended Measurement Model)

	Original Sample	Sample Mean	Standard Deviation	T Statistics (|O/STDEV|)	P Values

	(O)	(M)	(STDEV)		
Perceived Organizational Support -> Psychological Well-Being	0.071	0.068	0.072	0.989	0.323
Perceived Peer Support -> Psychological Well-Being	0.232	0.241	0.053	4.394	0.000
Sexual Harassment -> Psychological Well-Being	-0.130	-0.146	0.042	3.059	0.002
Sexual Harassment*Perceived Organizational Support (Moderating Effect 1) -> Psychological Well-Being	-0.133	-0.185	0.049	2.721	0.007
Sexual Harassment*Perceived Peer Support (Moderating Effect 2) -> Psychological Well-Being	0.182	0.076	0.224	0.813	0.417

Based on above results, the summary of hypotheses are as follows:-

Table 4.10

Summary of Hypothesis

Hypothesis	Relationship	Std Beta	T Values	P Values	Decision
H1	Sexual Harassment -> Psychological Well-Being	-0.130	3.059	0.002	Supported
H2	Sexual Harassment*Perceived Organizational Support -> Psychological Well-Being (Moderation 1)	-0.133	2.721	0.007	Supported
H3	Sexual Harassment*Perceived Peer Support -> Psychological Well-Being (Moderation 2)	0.182	0.813	0.417	Not Supported

The model's predictive accuracy is assessed in terms of coefficient of determination or R^2 which indicates the amount of variance of exogenous variable(s) on endogenous variable(s) or variance in the endogenous construct, explained by all exogenous constructs. The R^2 values of 0.26, 0.13 and 0.02 are considered as showing the substantial, moderate and weak predictive accuracy (Cohen, 1988). As can be seen in the Table 4.11, the R^2 value related to significant relationship of sexual harassment with psychological well-being is 0.154 which shows that it has moderate predictive accuracy. The predictor's constructs effect size can be assessed in terms of Cohen's f^2 that evaluates relative effect of a predictor construct on an endogenous construct (Cohen, 1988). The f^2 shows how an exogenous construct contributes to explain an endogenous construct in terms of R^2. Initially, R^2 value is estimated with a predecessor construct and when one of predecessor constructs is exclude then result of the R^2 will be the low. Hence, R^2 values difference for model estimation with having and without predecessor construct is regarded as effect size. According to Cohen (1988), f^2values of 0.35, 0.15 and 0.02 are considered as large, medium and small effect size respectively. Table 4.18 indicates that the value of f^2 is 0.020 suggesting small effect size.

Stone (1974) and Geisser (1975) devised the Q^2 use to assess the path model's predictive relevance. Q^2 is calculated using the blindfolding procedure. It is resampling technique performed to systematically delete every data point of reflective measurement model's indicators of endogenous construct. Also, this

procedure is applied for endogenous constructs with specification of reflective measurement model and endogenous construct with single item. Moreover, there is comparison in this procedure of original values with the predicted values and in case prediction is close to original values implying small prediction error then path model is established to have high predictive accuracy. This procedure removes data from the data set based on D (predetermined distance value) which may have value of 5-10 (Chin, 2010).Sample size is needed to produce a round number (not an integer number) when divided by D and if the obtained Q^2 value is more than 0 then it illustrates that the exogenous constructs possess high predictive relevance for the endogenous construct. The Q^2 value in the Table 4.11 for significant relationship of the sexual harassment with psychological well-being is 0.55, greater than 0 which shows that model has predictive relevance based on endogenous construct.

Table 4.11

R^2, f^2 and Q^2 (Structural Model)

Hypothesis	Relationship	Decision	R^2	f^2	Q^2
H1	Sexual Harassment -> Psychological Well-Being	Supported	0.154	0.020	0.55

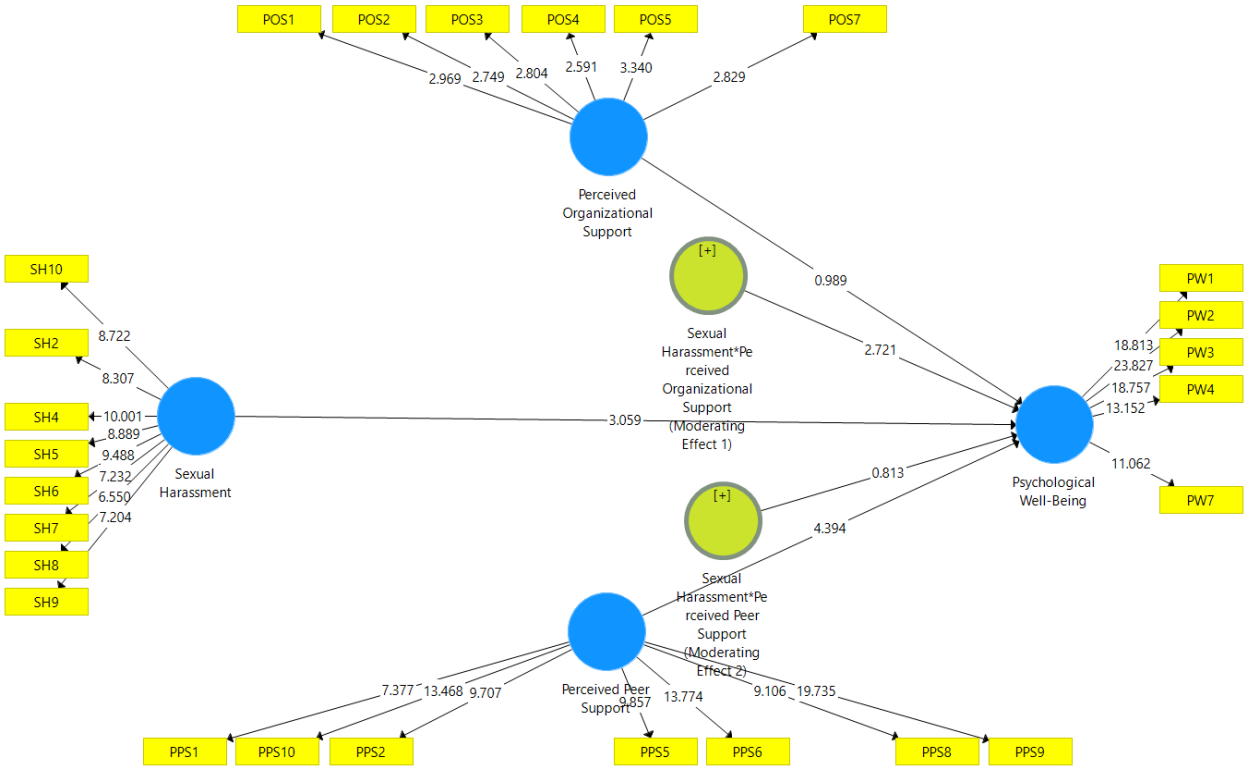
Effect sizes of the moderators are also assessed. The values 0.025, 0.01 and 0.005 are considered as large, medium and small effect size (Kenny, 2016). Table 4.12 shows that the moderation effect of the significant perceived organizational effect for the relationship between sexual harassment and psychological well-being has f^2value of 0.018 indicating medium effect size. The Figure 3 shows structural model.

Table 4.12

Hypothesis	Relationship	f^2	Remarks
H2	Sexual Harassment*Perceived Organizational Support -> Psychological Well-Being (Moderation 1)	0.018	Significant
H3	Sexual Harassment*Perceived Peer Support -> Psychological Well-Being (Moderation 2)	0.038	Not Significant

Figure 3

Structural Model



5. Recommendations

- Hospitals are compelled by law to safeguard their employees from abuse. The study's findings will be crucial because they will be applied in hospitals to reduce the negative health impacts of workplace violence by improving the availability of instrumental or informational aid for employees who are confronted with it. To build a positive work culture, hospital administrators, managers, supervisors, and the HR department should all collaborate. To alleviate the harmful impacts of workplace sexual harassment, institutions should incorporate better use of perceived organizational support.
- Give all female nursing staff equal opportunity rather than preferring one person or group over another based on one or more characteristics. Include a harassment-free, safe, healthy, and learning workplace.
- Leaders should also set a positive example by treating female nursing staff under their care in an unprejudiced, fair, and well-behaved manner.
- The hospital management should step up and intervene decisively to prevent workplace abuse.
- Staff should be able to discuss their issues with their managers.

6. Conclusion

Following conclusions could be developed based on the findings of the study. Sexual harassment relationship with psychological well-being was analyzed. The significant adverse and negative effect of sexual harassment on psychological well-being was found. The moderating role of perceived organizational support (POS) and perceived peer support was also examined on the relation of sexual harassment with psychological well-being. Study's findings shows that POS significantly and negatively moderates the relationship between psychological well-being and sexual harassment, when perceived organizational support will be high it will lessen the negative association between sexual harassment and psychological well-being, in contrast low level of perceived organizational will strengthen the negative relationship between theses constructs. Results shows that sexual abuse can be dealt with by implementing perceived organizational support because which it will help in increasing psychological well-being. Hospitals Management should devise policies to put influence on psychological well-being of female nursing staff. Hospitals management should also allocate budget for development programs for female staff nurses to enhance their psychological well-being.

7. Future Research Directions

The limitations of the study highlighted additional areas for further research. This study is cross sectional, in this respect, the future longitudinal studies are recommended to better capture the inter-variable relationship considering the collection and analysis of data at multiple time periods. Second, future studies should broaden their horizons by looking into and analyzing sexual harassment in different contexts including different industries, organizations and culture, in order to account for the variances in sexual harassment experiences and its effects. Other moderators that may attenuate or amplify the effects of sexual harassment on dependent variables such as locus of control and self-esteem might also be investigated in future studies.

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