INFLUENCE OF WORKPLACE BULLYING AND WORKPLACE SAFETY ON PSYCHOLOGICAL WELL-BEING OF INDUSTRIAL WORKERS IN IBADAN.

(1).Ojo Adeshina Akinwumi
(2).Adeleye Mariam Oluwatobi
(3).Olanipekun Mobolaji Isaac
(4). Adebayo Ayuba Olalekan
(5). Uwandu Chidera Emmanuella

Department of Psychology,

Lead City University, Ibadan. Nigeria.

E.mail:Pivotwws1@gmail.com,ojo.adeshina@lcu.edu.ng

+234-807-442-5271

ABSTRACT

The study investigated the influence of workplace bullying and workplace safety on psychological well-being of industrial workers in Ibadan. The study adopted cross-sectional survey research design and gathered data from 180 respondents. more of the respondents 109 (60.6%) were males, while the other 71 (39.4%) were females. Findings revealed that respondents with low level of workplace bullying reported higher on psychological well-being (Mean = 52.56; SD = 11.15) than those with high level of workplace bullying [t (178) = 6.73; P < .01]. Also, it was discovered that respondents with high perceived workplace safety reported higher on psychological well-being (Mean = 55.89; SD = 8.15) than those with low level of perceived workplace safety [t (178) = 8.70; P < .01]. In addition, workplace bullying and perceived workplace safety accounted for about 39% variance in psychological well-being [R = .63; R^2 = .39; F (2, 177) = 57.66; P < .01]. Conclusions and recommendations were made based on the findings of the study.

INTRODUCTION

Well-being as a construct in recent times has sanctioned a flourishing place in the field of psychology and social sciences (Bavel et al., 2020). Psychological well-being is considered an aspect of positive mental health. Positive mental health is defined as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community" (WHO, 2022). Similarly people high on subjective well-being have

attritional styles that are more self-enhancing than those who are low on subjective well-being (Martin, 2022). The concept of subjective well-being holds importance and is a major goal in the lives of individuals (Diener, 2000) as it not only focuses on strengths, resources, problems and needs but provides a comprehensive picture of health rather than the traditional biological attribution of health.

As a matter of fact, positive psychology has advanced understanding by acknowledging that a mentally or psychologically healthy person is not an individual who merely presents with an absence of negative psychological symptoms such as anxiety or depression. Rather, it recognizes that mental health or psychological well-being also encompasses protective factors and positive functioning such as high levels of resilience (Galderisi et al., 2015).

From another perspective, psychological well-being has two facets: eduaimonic well-being and hedonic well-being (Ryff, Boylan & Kirch, 2021). The eduaimonic well-being refers to the purposeful aspect of psychological well-being, and Ryff developed six dimensions of eudaimonic well-being that widely used until recently (Ryff et al., 2021). The hedonic well-being refers to the subjective feelings of happiness, subjective well-being and positive emotions (Ryff et al., 2021). This study utilizes Ryff's six dimensions of psychological well-being with a view to conceptualize psychological well-being broadly. Ryff's (1989) six dimensions of psychological well-being are advantageous because they can measure the psychological well-being of individuals using multiple components. In particular, Ryff (2014) suggested that components of psychological well-being change depending on whether individuals are young, middle-aged or older adults. This indicates that the approach is suitable for determining the psychological well-being of any person.

Psychological well-being is of great importance to every set of individuals in the community. One of the groups of individuals that are of importance is industrial workers. Industrial workers are mostly workers in manufacturing industries. Their role in production line cannot be overemphasized, hence, crucial to understand what factors contributes to their psychological well-being. There are various factors that can influence psychological well-being among industrial workers. However, this study will investigate the influence of workplace bullying and perceived safety on psychological well-being.

Workplace safety refers to the measures taken by an employee of provided by an organization to minimize or guide against fatal incidents or accidents at work. It is believed that work related injuries have social and business impacts, such as loss of goodwill and

business reputation, as well as considerable impact on the individual's networks at work, at home, and in the broader community (Robson, 2010). The economic and social costs of workplace incidents are being addressed by industry on several fronts. Legislating and enforcing minimum safety standards is important; however, this approach is not fully sufficient for facilitating the safety performance desired by many organizations. Many different approaches have been taken to improve workplace safety and reduce the number and severity of incidents. These approaches include legislative and policy responses, behaviour-based safety initiatives, and safety culture change programs. Increasingly, safety culture improvement approaches are being implemented by organizations across a variety of industries. This "third age" (Johnson, 2007) of safety research suggests that safety culture is now broadly acknowledged as a significant concept in workplace health and safety approaches.

Safety management relates to the actual practices, roles, and functions associated with remaining safe within an organization (Kirwan, 2011). Although the primary unit of focus in the managerial field is the organization, teams and the broader system constituting the organization is also often included in the scope of analysis (Glendon, 2006). However, in contrast to most accident investigations, which focus primarily on errors committed by individuals or on technical malfunctions, the managerial perspective mainly looks at the causes of safety issues in terms of the work conditions in the organizational context. It is often claimed that the management of safety should be treated with the same effectiveness and commitment as are other functions within an organization (Glendon, 2006).

Apart from workplace safety, another variable that can influence psychological well-being is workplace bullying. Workplace bullying is a persistent series of mistreatments of others in the workplace. It can include verbal criticism or direct personal attacks with the purpose of intentionally humiliating or belittling others (Adams and Bray, 1992). Workplace bullying leads individuals to doubt their concept of their own self and worth in the face of a dangerous environment (Attell et al., 2017), inducing psychological and physical discomfort or damage. As interpersonal conflict, workplace bullying represents a comprehensive behavior in the form of offense and insult. It is a negative interpersonal behavior formed on the basis of a formal or informal power imbalance (Ahmad, 2018). Any attempt at effective complaint or defense is likely to be met with silence or attack, resulting in serious adverse consequences for the victim's mood. Since its recognition as an

issue in the workplace in the mid-1980s, workplace bullying has come to be seen as an increasingly serious example of workplace violence (Einarsen and Nielsen, 2015).

Many employees are subjected to bullying of some kind at some point in their career. Chinese employees, however, are more likely to view their experience as typical or normal, given a culture of power orientation and obedience that is unique to Confucianism (Guo et al., 2015; Mengyun et al., 2018).

There are series of psychological issues that occurs as a result of workplace bullying. Therefore, psychological distress resulting from workplace bullying include suicidal ideation, low self-esteem (Nielsen et al., 2014) insomnia, increased stress, depressive symptoms (Salin, 2003), social isolation, poor job performance due to fear or too much caution, (Smith, Singer, Hoel & Cooper, 2003). Manifestations of psychological distress also include symptoms of depression, anxiety, sadness and uneasiness (Mirowsky & Ross, 2002). As a result, no two victims have the same experience at the same time. This is due to the fact that psychological distress is a subjective experience that is affected by the situation and individual's knowledge of it. Traumatic experiences are among the causes of psychological distress (Bookwala & Jacobs, 2004). Victims of workplace bullying suffer from physical harm in some cases as the action might involve violence or come with traumatic impact which affects the individual's physical health (Obiechina, 2021).

Having conceptualized the variables of the study as well as reviewed some literatures, it is in the purview of this study to investigate the influence of perceived bullying and workplace safety on psychological well-being among industrial workers. Therefore, the following hypotheses were generated and will be tested in this study;

1. Respondents with high level of workplace bullying will report lower on psychological well-being than those with low level of workplace bullying.

2. Respondents with high level of perceived workplace safety will report higher on psychological well-being than those with low level of perceived workplace safety.

3. Workplace bullying and perceived workplace safety will jointly and independently predict psychological well-being among industrial workers.

METHOD

This section consists of research design, population of study, sampling methods, research instruments, validation of instruments, reliability of instruments, administration, and data analysis. The content of this chapter is outlined as follows:

Research Design

A research design is the set of methods and procedures used in collecting and analyzing measures of the variables specified in the problem research. This study employed a cross sectional research design. The variables investigated were Workplace Bullying and Perceived Workplace Safety (the independent variables) and Psychological Wellbeing (the dependent variable). Demographic variables include age, gender, number of years spent in company, marital status and educational qualification.

Research Setting

The setting for this research was Zartech Limited, located within Oluyole Industrial Estate Ibadan. Zartech is a large farm established in 1983 that specializes in poultry farming and meat processing production.

The nature of the variables of this study called for a workplace located in an industrial setting, particularly a setting that would involve the use of heavy equipment due to the workplace safety variable. A list of suitable industries was drawn and Zartech was selected using simple random sampling by balloting process

Sample and Sampling Techniques

The study made use of the Krejecie and Morgan[1] sampling technique to arrive at one hundred and eighty(180) participants. The Krejecie and Morgan sampling technique was developed in 1970 to help simplify the process of determining sample size for a finite population.

This study was conducted amongst the employees of Zartech, Ibadan. According to a search on LinkedIn, the staff strength sums up to two hundred and fifty-two (252). Using Krejecie and Morgan's sample size determinant with a 5% margin of error, a total number of one hundred and eighty(180) employees were used. A total of two hundred (200) copies of the questionnaires were printed in order to curb error during data collection. About fifteen (15) copies of the questionnaires were filled incorrectly and could not be used for the study.

Instruments

The data collection instrument that was used in gathering information for this research study was a simple paper and pencil questionnaire. The questionnaire was structured into four (4) sections,

- Demographic variables such as age, gender, educational qualification, marital status and the number of years spent in company.

- The first independent variable, Workplace Bullying.

- The second independent variable, Perceived Workplace Safety.

- The first dependent variable, Psychological well-being.

Section A: Socio-Demographic Information

This section comprised of demographic information of respondents. These includes; Gender, Age, Marital Status, Educational Qualification, and years of experience.

Section B: Workplace Bullying

Workplace Bullying was measured using the Anjum, Muazzam, Manzoor, Visvizi, Pollock and Nawaz Alternative Workplace Bullying Scale (2019). It is a 21-item scale developed as an alternative to the other lengthy instruments typically used to measure workplace bullying. Each item is answered using a 5 point Likert scale ranging from 1(never) to 5(daily). The scale has a Cronbach alpha of .91.

Section C: Percieved Workplace Safety

Workplace Safety was measured using the Workplace Safety Scale (WSS) developed by Hayes, Perander, Smecko and Trask (1998). It is a 50-item scale with five subscales; Job safety, co-worker safety, Supervisor safety, Management safety and safety practices, each with 10 items. This study adapted the scale to 20 items using the job safety and management safety subscales. Each item is answered using a 5 point Likert scale ranging from 1(Strongly disagree) to 5(Strongly Agree). All subscales of the WSS have Cronbach alpha of .87.

Section D: Psychological Well-being

Psychological Wellbeing scale was measured using the 18-item version of the Psychological Wellbeing developed by Carol D. Ryff (1995). It has a 5 point Likert scale

ranging from 1(Strongly disagree) to 5(Strongly agree). The scale has a Cronbach alpha of .76.

Procedure

The front page of the data collection instrument (questionnaire) contains information that informs the participants that their responses are confidential and would be strictly be used for academic and research purposes.

Krejecie and Morgan sampling technique was adopted to recruit the participants of this study and 180 participants were recruited. About two hundred (200) questionnaires were printed and administered. Names and details of the respondents were not collected so as to ensure confidentiality of participants. Data was collected at a single point in time.

Data Analysis

Data analysis was be done after the data is collected using the Statistical Package for Social Sciences (SPSS). Hypotheses was tested using T-test analysis and Multiple Regression Analysis.

RESULTS

This chapter presents the results of gathered data on the influence of workplace bullying and perceived workplace safety on psychological well-being and job performance among industrial workers. Data was gathered from 180 industrial workers.

SOCIO-DEMOGRAPHIC VARIABLES

Table 1: Demographic Distribution

SN	Variable	Response	Frequency	Percentage (%)
1	Gender	Male	109	60.6
		Female	71	39.4
2	Age	20-29 years	76	42.2
		30-39 years	29	16.1
		40-49 years	54	30
		50-59 years	21	11.7
3	Marital Status	Single	97	53.9
		Married	83	46.1
4	Educational qualification	SSCE	29	16.1
		HND/ND	99	55
		University degree	52	28.9
5	Years of experience	Less than 5 years	50	27.8
		5-9 years	126	70
		10-14 years	4	2.2
	Total		**180**	**100**

Table 1 presents results on frequency distribution according to demographic information of respondents. It is shown that more of the respondents 109 (60.6%) were males, while the other 71 (39.4%) were females. Age distribution showed that more of the respondents 76 (42.2%) were between 20 and 29 years old, 29 (16.1%) were between 30 and 39 years old, 54 (30%) were between 40 and 49 years old, while the other 21 (11.7%) were between 50 and 59 years old.

Also, it is shown that more of the respondents 97 (53.9%) were single, while the other 83 (46.1%) were married. In addition, educational qualification showed that more of the respondents 99 (55%) were HND/ND certificate holders, 52 (28.9%) were University degree holders, while the other 29 (16.1%) were SSCE certificate holders.

Finally, more of the respondents 126 (70%) indicated to have between 5 and 9 years of experience, 50 (27.8%) has less than 5 years of experience, while the other 4 (2.2%) has between 10 and 14 years of work experience.

HYPOTHESES TESTING

Hypothesis One

Respondents with high level of workplace bullying will report lower on psychological well-being than those with low level of workplace bullying. This was tested using t-test for independent samples and the result is presented on Table 2;

Table 2: t-test for independent samples summary table showing results on the influence of workplace bullying on psychological well-being

Dependent	Workplace bullying	N	Mean	SD	t	df	P
	Low	94	52.56	11.15			
Psy well-being					6.73	178	<.01
	High	86	42.44	8.76			

Table 2 presents results on the influence of workplace bullying on psychological well-being among industrial workers. It is shown that workplace bullying had significant influence on psychological well- being among industrial workers [t (178) = 6.73; P < .01]. Further, respondents with low level of workplace bullying reported higher on psychological well-being (Mean = 52.56; SD = 11.15) than those with high level of workplace bullying (Mean = 42.44; SD = 8.76). This confirms the stated hypothesis, hence, was retained in this study.

Hypothesis Two

Respondents with high level of perceived workplace safety will report higher on psychological well-being than those with low level of perceived workplace safety. This was tested using t-test for independent samples and the result is presented on Table 3;

Table 3: t-test for independent samples summary table showing results on the influence of perceived workplace safety on psychological well-being

Dependent	Workplace safety	N	Mean	SD	t	df	P
	Low	69	42.51	11.26			
Psy well-being					8.70	178	<.01
	High	111	55.89	8.15			

Table 3 presents results on the influence of workplace safety on psychological well-being among industrial workers. It is shown that perceived workplace safety had significant influence on psychological well-being [t (178) = 8.70; P < .01]. Further, respondents with high perceived workplace safety reported higher on psychological well-being (Mean = 55.89; SD = 8.15) than those with low level of perceived workplace safety (Mean = 42.51; SD = 11.26). This confirms the stated hypothesis, hence was retained in this study.

Hypothesis Three

Workplace bullying and perceived workplace safety will jointly and independently predict psychological well-being among industrial workers. This was tested using multiple regression analysis and the result is presented on Table 4;

Table 4: Multiple regression summary table showing results on the joint and independent influence of workplace bullying and perceived workplace safety on psychological well-being

Criterion	Predictors	β	t	P	R	R^2	F	P
	Workplace bull	.22	3.19	<.05				
Psyc well-being					.63	.39	57.66	<.01
	Workplace safety	.48	6.84	<.01				

Table 4 presents results on the joint and independent influence of workplace bullying and perceived workplace safety on psychological well-being among industrial workers. It is shown that workplace bullying and perceived workplace safety were significant joint predictors of psychological well-being [R = .63; R^2 = .39; F (2, 177) = 57.66; P < .01]. Collectively, workplace bullying and perceived workplace safety accounted for about 39%

variance in psychological well-being. Further, workplace bullying (β = .22; t = 3.19; P < .05) and perceived workplace safety (β = .48; t = 6.84; P < .01) were independent predictors of psychological well-being. This confirmed the stated hypothesis.

Discussion, Conclusion, and Recommendations

Studies done on the concept of workplace bullying in Nigeria have previously ignored the substantive impact it can have on employees, particularly within the manufacturing industry. In addition, safety is a concept that is neglected in the Nigerian context and is bound to have an impact on employees. Following the observed shortcomings and through studying observed literature, this study developed a conceptual framework to explain the influence of workplace bullying and perceived workplace safety on psychological wellbeing.

The first hypothesis in this study which stated that workplace bullying would have a significant positive influence on psychological wellbeing. The result of the hypothesis shows that workers who reported that they experienced a high level of workplace bullying reported lower levels of psychological wellbeing. The likely implication of this is in tandem with a study performed by Malik and Sattar (2022). Their study drew on the Conservation of Resources theory(COR). They found that continuous exposure to bullying behaviours in the workplace led to a depletion of psychological resources in the course of trying to cope with the situation. This depletion of resources led to emotional exhaustion; a symptom of poor psychological wellbeing. Recommendations were made that managers must introduce workplace bullying combating strategies to avoid its harmful consequences.

Supporting this finding is also a study done by Darko, Bjorkqvist, and Osterman (2019) who sought to address if workplace bullying could cause psychological distress. It was found that members who were victims of bullying reported higher levels of psychological distress and poor psychological wellbeing. They found that workplace bullying was very rampant and affected junior-level workers a lot more.

It was found that employees who had a higher perception of how safe their workplace is, have higher psychological well-being. The implication of this is that if managements had good safety practices, it would lead to the workers perceiving their workplace as highly safe leading to better psychological well-being. This is in line with the study conducted by Ishola(2017) among factory workers in Oluyole, Ibadan. The study sought to investigate the correlation between workplace safety management and well-being. It found that routine

maintenance of equipment would lead to positive and sound well-being. It also found that good management safety practices promoted fewer accidents and prevented manpower loss due to poor wellbeing.

Hypothesis three stated that Workplace Bullying and Perceived Workplace Safety would have a significance on Psychological well-being and job performance. It was shown that workplace bullying and workplace safety served as predictors of psychological wellbeing. Collectively, workplace bullying and perceived workplace safety accounted for a 39% variance in psychological wellbeing.

This study is beneficial and relevant to various industrial companies and their managers. Organisations in non-industrial settings can also benefit from the recommendations of this study. The recommendations for this study are as follows:

- Management of industrial companies should provide a good, safe working environment for their employees. This can include providing protective gear, organizing safety training programs, responding quickly to safety concerns and fixing faulty equipments quickly to prevent accidents.

- Managers in an organization can put a zero-tolerance bullying policy in place as well as adequate, working channels that allow the reporting and handling of cases of workplace bullying.

- Management can organize periodic sensitivity training that focuses on psychosocial hazards and occupational safety.

- Management can also periodically organize orientation programs for new employees on what workplace bullying may look like.

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