

Uncovering the Workplace Violence and Intention to Leave Among Women Employees: Evidence from Bangladesh

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Abstract

The purpose of this study is to determine which factors lead to intention to leave workplace due to workplace violence among women employees in the Bangladesh based SMEs. Workplace violence is a prevalent occurrence all around the world. Women have been disproportionately victimized by workplace violence in recent years. In order to achieve the study objectives, the researchers developed four hypotheses. The study results were obtained from a sample of 274 women employees following the stratified random sampling at various SMEs in Dhaka, Bangladesh. A positivist research approach was adopted, which allows deducing empirical knowledge from data-driven hypotheses. All items used to measure constructs were adopted from past studies. The data was analysed using SPSS v25. The researchers investigated whether there is a positive and significant connection between employee conflict, workplace pressure, employee family conflict and managerial issue with intention to leave due to workplace violence. The study demonstrated that there is a positive and significant connection between employee conflict, workplace pressure, and managerial issue with intention to leave due to workplace violence. There is no established linkage between employee family conflict and intention to leave due to workplace violence. This study explored that workplace violence is a major issue in Bangladesh in recent years. This study claims that gender parity is regarded as a critical objective to achieve, as well as a fundamental human right and an economic imperative of progress and social fairness. This study will assist policymakers and legislators in enacting legislation that promote a work-friendly environment for women in the Bangladesh based SMEs.

Keywords : Bangladesh, employee conflict, intention to leave, SME, workplace pressure, workplace violence

Introduction

Workplace violence (WPV) is widespread across the world and has a significant impact on well-being of employees who encounter or witness it. Workplace violence has recently become a big issue for the government and the job market in Bangladesh (Gibbs et al., 2019). Over the last 10 years, there has been widespread workplace violence in a variety of industries, which has disturbed individuals mentally and psychologically (Martinez, 2016; Ramacciatiet al., 2018). The impact of workplace violence: identifying comfort abilities and offering options for employees, both of which have been addressed, may be daunting. Employees who have witnessed or experienced workplace violence, as well as those who merely have second-hand knowledge of an event, might suffer mentally and psychologically. Workplace violence is by no means a new or unending occurrence in

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Bangladesh. Throughout history, workplace violence has been linked to working circumstances (Phillips, 2016). There is a wealth of literature and historical works that demonstrate workplace violence in recent years. Certain occupations, such as law enforcement, have historically had an implied level of workplace violence. Today, there is a growing awareness of the fragility of occupations in all fields, and violent occupational accidents are becoming more common (Phillips, 2016; Sun et al., 2017; Martinez, 2016; Ramacciatiet al., 2018).

Most crucially, it does not recognize physical, cultural, or economic borders. We can't pretend to be making significant progress toward fair justice, growth, and stability as long as this trend continues (Lancôt and Guay, 2014). Workplace violence is a form of pain that is affected and driven by social, cultural, or psychological factors for women, their children, and their families all over the world. Workplace violence has occurred in the midst of declarations guaranteeing the human rights of all women (Sharma and Bazilli, 2014). This study is focused on the fundamental elements that contribute to workplace violence.

Major worldwide activities are currently being carried out to eradicate workplace violence in support of efforts being made on a global scale to abolish all kinds of violence, as outlined in Sustainable Development Goal 16 (Gibbs et al., 2019). This includes the International Labour Organization's (ILO) Convention and Recommendation "Ending violence and harassment in the world of work," which will be adopted in July 2019 and calls for the establishment of legal frameworks to combat workplace violence, of workplace response mechanisms, and of monitoring systems (Gibbs et al., 2019; Mento et al., 2020). But altering ingrained workplace customs and cultures also calls for a thorough analysis of workplace violence's motivating factors. There has been little research into the factors that contribute to workplace violence experiences among women employees in Bangladeshi SMEs, where research indicates that workplace violence is pervasive, and there has been no attention given to the factors that contribute to managers' workplace violence perpetration up to this point. The purpose of this study is to comprehend the variables that are connected to women employees' encounters with workplace violence and managers' commission of workplace violence in the Bangladeshi SMEs sector (Hasan et al., 2018; Kader et al., 20121).

In order for employees to adopt new attitudes and conventions surrounding violent behaviour in the workplace, organizations must socialize its employees. By analysing the interaction impacts of gender on the incidence of downward workplace violence, this research adds to the body of knowledge on the topic (McCormack et al., 2018; Ullah and Ali, 2019). This study makes the implicit premise that the frequency of violence simply relies on the gender of the target in the workplace. The fact that this assumption excludes

the prospect of women having interaction effects on the incidence of violence is one of its limitations. In other words, this premise rules out the idea that the frequency of violence is influenced by both the gender of the target and the gender of the offender. By investigating women employees' intentions to leave their jobs in SMEs, this study hopes to add to the body of knowledge on workplace violence (Brambila and Hughes, 2019; Faghihiet al., 2021).

The study's objective is to identify the primary causes of workplace violence towards intention to leave among women employees in Bangladesh. The study would not focus on a single ethnicity, but would include women employees from SMEs in order to identify disparities. The empirical results are analysed and compared to see if the violent variables are raised or similar to the academic framework. Workplace violence must be addressed as a hindrance to global equality, progress, and stability (Ullah and Ali, 2019). Workplace violence is a major issue in Bangladesh in recent years. Gender parity is regarded as a critical objective to achieve, as well as a fundamental human right and an economic imperative of progress and social fairness (Brambila and Hughes, 2019). Workplace violence (Xu et al., 2019) is the most common human rights violation in the world, affecting the lives of millions of women and children. 2030 The UN Agenda has 17 priorities, including target 5 promoting gender equality and inspiring all women (Xu et al., 2019).

2.0 Literature Review and Hypotheses Development

2.1 Workplace Violence

Workplace violence has been studied in a variety of academic areas, contributing to the formation of dynamic and heterogeneous phenomena and a number of distinct literatures for study (Felson and Staff, 2017). Although no uniform definition of workplace violence has been established to date (Straub, 2012), most definitions focus on physical and psychological actions used against employees. Van den Bossche et al. (2013) are frequently used to refer to 'incidents when workers, including travel and movement to and from work, are harassed, assaulted, or harassed in situations concerning tacit defence, wellbeing, or health issues.' The current study focuses on workplace violence perpetrated by third parties, including violence perpetrated by those outside the workplace. These may include people who have a direct relationship with the victim or the victim's boss, such as clients, customers, patients, commuters, or teachers, as well as those who do not. Workplace violence poses a significant risk to the health of its employees in Europe (Van den Bossche et al., 2013; Malaspina et al., 2019), as do national and cross-border laws designed to protect workers from violent activities. Workplace violence has increased throughout Bangladesh despite these reform measures.

Bangladesh is not alone in having a problem with workplace violence in SMEs. Despite the fact that workplace violence is known to exist in SMEs in developing nations, little is known about the causes of workplace violence in Bangladesh. The business and psychology literature began studying and documenting workplace violence in the 1980s, but only lately has the topic of SMEs drawn interest. Despite being pervasive among women employees, it is clear from the growing body of research that violence is particularly prevalent in SMEs (Maidaniuc-Chirilă, 2019; Hoelet al., 2020). While some research showed exposure levels as high as 96.1%, a number of studies observed self-reported exposure rates between 30 and 50% (Lai et al., 2012). Now, academics from Canada, the United Kingdom, America, Australia, New Zealand, Pakistan, and Turkey are concentrating their efforts on better comprehending this dynamic challenge (Tonso et al., 2016).

2.2 Employee Conflict

Employee conflict is a typical problem in the workplace. Aside from that, a number of factors are to blame. When employees' positive attitudes do not match, it leads to workplace violence. Women employees are negatively impacted as a result of workplace violence during COVID-19. Work stress, among other things, is one of the most prominent causes of workplace violence among women employees (Langoveet al., 2016) during COVID-19. Employee conflict causes stress, which is also used to characterize a reaction to prolonged workplace violence, particularly among women in recent days (Wang et al., 2019), and is thought to be important to tiredness (Travis et al., 2016). Initially, the notion of exhaustion was developed to comprehend the longer-term mechanism of stressors leading to occupational stress, which leads to the inability of women employees doing some kind of "people's job" to deal with their job both emotively and emotionally (Maslach, 2017). Aside from these considerations, women employees must be able to deal with any job type; emotions are more difficult to work with and for than inanimate items (De Jonge and Dormann, 2017). These factors were also discovered to be unique for people working in human resources who force women employees to be reasonable when it comes to employee dispute (Aholat et al., 2017; Indregard et al., 2017). According to Nikset al. (2017), the number and character of workplace conflict practices, particularly in the human services industry, should be considered in workplace violence studies.

Furthermore, workload, social reinforcement, and independence are commonly reported in women employees from a variety of occupations to predict workplace violence (Indregard et al., 2017). Physical exhaustion and psychological sickness of women employees in SMEs will lead to workplace violence as a result of employee disagreement. Employee conflict can be detrimental to employee wellness and well-being. On the other hand, social support and autonomy should be maximized in order to address employee

disagreement. As a result, women employee disagreement is positively associated to intention to leave due to workplace violence (hypothesis 1). Conflict between employees was found to be detrimental to women employees' mental health in previous studies (Maslach, 2017). Furthermore, professionals who work with people are prone to stress, especially if the two activities need an emotionally high level (Ahola et al., 2017) as a result of pressures from their workplace and home responsibilities. Thus, for women employee conflict, not only work-related stresses but also home-related stressors should be considered. As a result, it is believed that women employee disagreement is positively related to workplace violence (De Jonge and Dormann, 2017).

Moreover, current policy and research discussion focus on flexible employment, work and family life balance, which may lead to women employee conflict. This shows the policymakers value this issue; otherwise, it may negatively impact women employee productivity, causing conflict. Academic arguments have centred on the necessity to harmonize work and family life of employees. As more women seek education, job advancement, and financial independence, the challenge of balancing work and family has grown critical (Annor, 2016; Ollo-López and Goi-Legaz, 2017). Given the concerns that family factors influence women employee actions, especially work outcomes like lack, job performance, and turnover (Sharma et al., 2016), the research will investigate the relationship between employee conflict and intention to leave due to workplace violence among women employees. Thus, it was hypothesized that,

H1: Employee Conflict has a positive and significant effect on the intention to leave workplace due to workplace violence among women employees in SMEs.

2.3 Work Place Pressure

Job stress research typically fails to recognize whether work demands are mutually beneficial, hence exacerbating their negative health and welfare implications among women employees (Demsky et al., 2019). People use successful reward and control mechanisms to complete primary work and deal with disturbances within Hockey's (1997) cognitive-energy paradigm. Hockey claims that it is tough for workers to cope, especially when there is a large demand. Because, work typically encourages a direct coping style and provides (too) little hope for healing (Hockey 1997). When we apply this logic to our research, we infer that women employees who confront high demands in their day-to-day employment, such as mental health practitioners, are put in jeopardy when faced with home responsibilities (Akbari et al., 2018). It is probable that these individuals would not be able to fully heal owing to the demands of their jobs. There is also no room to balance the criteria of the two complementary regions. As a result, it was anticipated that the women employment expectations (workload and emotional demands) would exacerbate the ostensibly link between family and work, as well as emotional weariness and psychiatric difficulties among women employees' (Masten, 2014; Vinckx et al., 2018).

Women employees' who work in stressful environments for long periods of time and day reporting encounters prompted by stress (Akbari et al., 2018), such as irritation, burnout, sadness, and irritability at home. Interference and distraction have been linked to medical and childcare mistakes (Tang and Thomson, 2019; Demsky et al., 2019). One viable strategy is to promote resiliency while examining possibilities for reducing the prevalence of depression and anxiety in the workplace among women employees. Resiliency is described as the ability to maintain mental stability in the face of social or psychological adversity (Vinckx et al., 2018; Wang et al., 2019). Resilient people can better build and maintain excellent social bonds, manage their activities, and retain a positive outlook on themselves and life (Masten, 2014). Even after experiencing a painful occurrence, resilience among women employees' can result in increased life content and decreased occlusion (Akbari et al., 2018). The effect of resilience may be significant, particularly for organizations (Holm, 2014), because resilient women employees are less likely to abandon work due to illness (Kotzé and Lamb, 2012). Women employees are high work place pressure intended to leave the work place due to violence over there. Thus, we hypothesize that,

H2: Work place pressure has a positive and significant effect on the intention to leave workplace due to workplace violence among women employees in SMEs.

2.4 Employee Family Conflict

Family work conflict happens when an individual's fulfilment of family expectations contributes to the instability of his or her working life. Work-life conflict is highly influenced by women employee's underlying views about their roles in the office and at home (Bourne et al., 2012; Friedman, 2015). The conflict between work and family has a two-dimensional structure; family work occurs when family life and work problems are interrupted by work; and family work occurs when family life and work problems are disrupted by work among women employees in SMEs (Antaï et al., 2014). Workplace intervention and workplace to contribute to family and job features such as childcare time, family time, labour supply versatility, and parental working time, and this was greater among women employees. According to Lewis and Cooper (2018), work-family sources influenced working hours per week, the number of children, and the age of family positions among women employees. Job-family conflict means a conflict between work and family responsibilities. According to Greenhauset al. (2012), there exist disputes between work family members, where contributing to work produces challenges in the family's position. A conflict between work and family could emerge from onerous time constraints, stress caused by a job that spills over into other roles, disrupting quality of life, and actions that are allowed in one profession but judged unacceptable in another (Bourne et al., 2012; Friedman, 2015).

There were various difficulties in creating family work circumstances for working parents, particularly working women with pre-school children (Straub, 2012; Friedman, 2015). Working women with pre-school children felt more pressure in their job and family duties than males, and there was a stronger emphasis on what employers should do to address family and work issues (Bourne et al., 2012). Huffman et al. (2014) proposed a link between work-family interference and children rather than spousal work among women employees in SMEs. Gamoret al. (2014) discovered a relationship between children's home and family disputes. Work conflict is less likely if a women employee has extreme differences between family and corporate values. Nweke et al. (2015) believe that women are depressed if they are unwilling to act or behave in ways that are in line with their beliefs. According to Mackey et al. (2015), family and work obligations produced tensions between people, families, and organizations. Conflicts with the working women have contributed to work and life misery by impeding core work and family ideals. No one wanted a lucrative profession at the expense of a fulfilling personal life. With independent variables (family-friendly policies, bosses, hours served, childcare requirements), Sudha and Karthikeyan (2014) investigated and tested a model of home-work conflicts. They observed a relationship between childcare and supervisor support and family labour issues. Work-family conflict was linked to both career and family satisfaction among working women. The disruption of child care obligations increases the probability of work-life conflicts. The high level of employee family conflict encourages women employees to leave their workplace due to violence (Straub, 2012; Friedman, 2015). Thus, it was hypothesized that,

H3: Employee family conflict has a positive and significant effect on the intention to leave workplace due to workplace violence among women employees in SMEs.

2.5 Managerial Issue

Many employees think that their employment are a major cause of stress due to managerial issues, however reduced work pressures, increased management and oversight, increased compensation, incentives, and holidays will reduce employee stress (Thomson and McLanahan, 2012). Today, managers in public firms emphasize the relevance of stress in stress control and elimination through practical counsel, but not in private companies (Kossiviet al., 2016). The research on rewards and achievement has revealed a positive relationship because both contribute to women employee happiness, while non-monetary incentives such as career advancement, reputation, and public attention are frequently the opposite (Goh and Lopez, 2016).

A general category of women employees has said that their companies have not offered information about their women employees and that they frequently do not appreciate

dealing with their organizations that have high stress levels, and the majority of them are between the ages of 26 and 35. Organizational flaws, a lack of a role in decision-making, important sources of stress, a lack of regulation of working circumstances and personal traits, a lack of rest, and confusing rules have all been identified as factors influencing worker success (Shah et al., 2012; Goh and Lopez, 2016). The ownership structure of management is linked to company outcomes. Thus, the controlling ownership structure has a double impact on organizational success. The Agency's cost theory and the theory of corporate control examine the relationship between ownership structure and business performance from diverse perspectives (Nantsupawatet al., 2017). Fang et al.(2016) articulate the quandary that arises when management owns only a fraction of the enterprise. The boss can benefit from the company's foreign ownership by owning a portion of it. As a result, partial possession reduces the company's valuation. According to Block (2012), management is a warning to outsiders to pass on market-relevant expertise. In general, the agency's theory and premise claim that the larger the management ownership, the bigger the company's worth. The high level of managerial issue will be more intended among women employees to leave the workplace due to violence over there (Holland et al., 2019). Thus we hypothesize that,

H4: Managerial issue has a positive and significant effect on the intention to leave workplace due to workplace violenceamong women employees in SMEs.

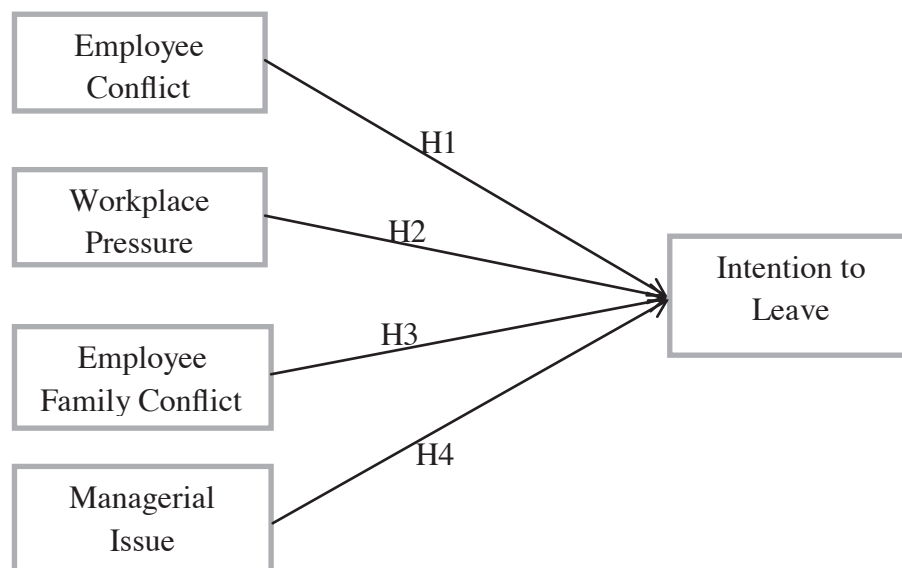


Figure 1: The Framework of the study

3.0 Methodology of the Study

A positivist approach was adopted, which allows deducing empirical knowledge from data-driven hypotheses. Data was gathered from women employees of SMEs in Dhaka, Bangladesh following the stratified random sampling. In this study, a self-administered questionnaire was used to examine the construct. The estimated sample size for this study was 274 respondents in order to assure the correctness of the results. During the month of August, 2021- September, 2021, questionnaires were sent to women employees at SMEs in Dhaka, Bangladesh. The researchers of the study, on the other hand, randomly distributed the same questionnaire to respondents (women employees) in the specified zone of Dhaka, Bangladesh.

Before distributing the real survey questionnaire to respondents, a pilot test was undertaken to determine the viability of the questionnaire. Furthermore, the survey form was created in English so that every responder could readily complete out the survey. The survey questionnaire is divided into two parts. The first segment had five questions about control variables (age, marital status, job experience, level of qualification and monthly income). Section B, on the other hand, includes twenty items dealing with employee conflict, workplace pressure, employee family conflict, managerial issues and intention to leave.

The Kolmogorov-Smirnov and Shapiro-Wilk tests were used to determine normality of data. The p-value for the Kolmogorov-Smirnov and Shapiro-Wilk tests is greater than 0.05. As a result, we reach the conclusion that the data looks to be normally distributed. Furthermore, it is supposed that the data are somewhat normally distributed in terms of skewness and Kurtosis. All z-values fall within a range of ± 1.96 . In terms of skewness and kurtosis, our data are slightly skewed and kurtotic, but not statistically different from normality. KMO values between 0.8 and 1 imply that the sampling is adequate and deserving. The KMO test result is 0.828, which is between 0.8 and 1. The Bartlett's Test value is 0.000, which is less than the 0.05 level of significance.

3.1 Operationalization and measurement

In the questionnaire, a total of twenty items were used for independent variables and dependent variable, which was measured using a five-point Likert scale (strongly disagreed, disagreed, neutral, agreed, strongly agreed). Meyer's (2004) first four items (**see appendix**) were used to assess employee conflict. Similarly, the following four items (**see appendix**) were used to measure work place pressure, as suggested by Dolcos and Daley (2009). Similarly, the following four items (**see appendix**) were added to Dolcos and Daley's (2009) employee family conflict measurement. Furthermore, Meyer's (2004) four items (**see appendix**) are used for managerial issue (2004). Finally, the final four items (**see appendix**), adapted from Chen et al. (2012) are used to assess intention to leave.

4.0 Results and Discussion

The correlation analysis is performed using Pearson-Correlation on SPSS v25,. However, as shown in Table 1 (descriptive statistics and correlation), there is a significant and positive connection between independent variables and dependent variable, but each IV (independent variable) is not equally correlated with the same circumstance.

Table 1: Descriptive statistics and correlation

Variables (CV, IV & DV)	1	2	3	4	5	6	7	8	9	10
Age	1									
Marital Status	.058	1								
Job Experience	.210**	.234**	1							
Level of Qualification	.192**	.259**	.465**	1						
Monthly Income	.086	.090	.283**	.311**	1					
Employee Conflict	.013	.003	.048	.037	.105	1				
Work Place Pressure	.010	.039	.005	.013	.119	.504**	1			
Employee Family Conflict	.014	.042	.002	.018	.120	.401**	.598**	1		
Managerial Issue	.027	.028	.023	.004	.143*	.450**	.526**	.424**	1	
Intention to Leave	.017	.009	.036	.023	.093	.565**	.516**	.511**	.575**	1

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Correlation analysis includes ten variables in total, including five control variables, four independent variables, and one dependent variable. In particular, it would be accurate to state that one variable, namely intention to leave, is employed as the dependent variable. This suggests that this variable is employed as a DV (dependent variable), whereas employee conflict, workplace pressure, employee family conflict, and managerial issues are IVs. Following control variables, statistical correlation analysis reveals that no CV (control variable) is statistically significant, although some of them have a positive association with DV.

Following the Table1, the correlation between IVs and DVs could be stated as follows: every IV has a significant association with the dependent variables. It is advisable to begin explaining with the first IV, namely employee conflict, which has a significant link with intention to leave, which is significant at the 0.565** level. Similarly, at the 0.516** level, second IV stately work place pressure had a significant connection with intention to leave. Similarly, the third IV, employee family conflict, has a significant link with intention to leave, with a 0.511** level of significance. Furthermore, another independent variable, stately managerial issue, has a significant association with intention to leave at the 0.575** level.

Table 2: Regression Coefficient analysis

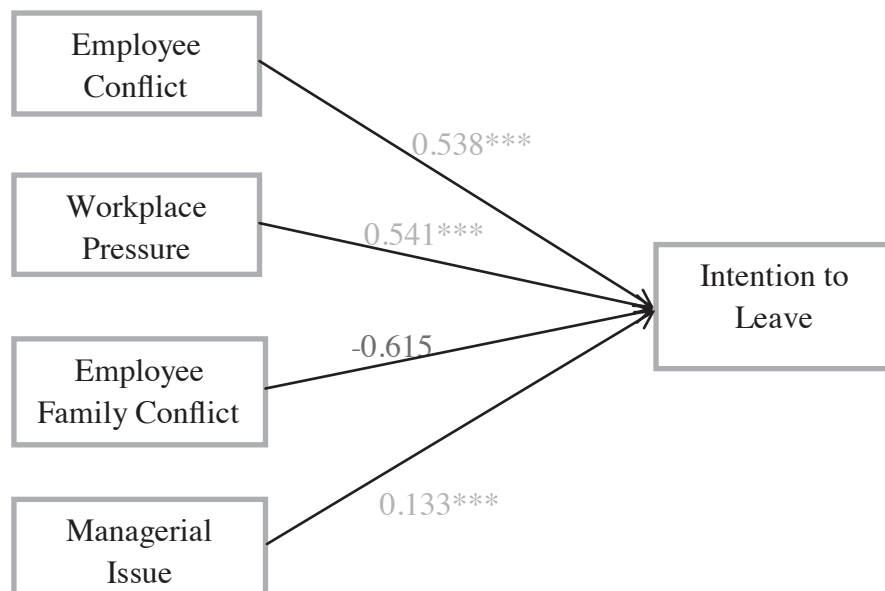
SL. NO.	Variables	Std. Beta	Std. Error	t-value	p-value	VIF
1	Age	0.005	0.011	0.423	0.747	1.144
2	Marital Status	0.003	0.029	0.298	0.844	1.033
3	Job Experience	-0.008	0.048	-0.342	0.887	1.212
4	Level of Qualification	0.008	0.049	0.156	0.897	1.045
5	Monthly Income	-0.018	0.01	-1.134	0.258	1.122
6	Employee Conflict	0.538***	0.034	12.941	0.000	1.233
7	Workplace Pressure	0.541***	0.231	3.372	0.001	1.334
8	Employee Family Conflict	-0.615	0.229	-2.789	0.006	1.444
9	Managerial Issue	0.133***	0.038	3.386	0.001	1.554
	R^2	0.359				
	Adj. R^2	0.272				
	F	4.563**				

Note: *p<0.05, **p<0.01, ***p<0.001

Table 2 shows the regression coefficient analysis between independent variables and dependent variables. In the first hypothesis, it was hypothesized that employee conflict has a positive and significant effect on the intention to leave workplace due to workplace violence. It addresses the direct and significant relationship between employee conflict and intention to leave. The link between employee conflict and intention to leave is statistically positive and significant ($\beta = 0.538^{***}$, $t = 12.941$; $p < 0.05$, see Table 2). So, hypothesis one is supported. The studies conducted by Aboobaker et al. (2017), Mansour and Tremblay (2018) and Dousinet et al. (2021) support the hypothesis one. In the second hypothesis, it was hypothesized that workplace pressure has a positive and significant effect on the intention to leave workplace due to workplace violence. It addresses the direct and significant relationship between workplace pressure and intention to leave. The link between workplace pressure and intention to leave is statistically positive and significant ($\beta = 0.541^{***}$, $t = 3.372$; $p < 0.05$, see Table 2). So, hypothesis two is supported. The studies conducted by Al Momani (2017), Mansour and Tremblay (2018) and Liet et al. (2021) support the hypothesis two.

Moreover, in the third hypothesis, it was hypothesized that employee family conflict has a positive and significant effect on the intention to leave workplace due to workplace violence. It addresses the direct and significant relationship between employee family conflict and intention to leave. The link between employee family conflict and intention to leave is statistically significant but negative ($\beta = -0.615$, $t = -2.789$; $p < 0.05$, see Table 2). So, hypothesis three is not supported. The studies conducted by Sharifzadeh et al. (2014),

Modauet al. (2018) and Anand and Vohra (2020) do not support the hypothesis three. In the fourth hypothesis, it was hypothesized that managerial issue has a positive and significant effect on the intention to leave workplace due to workplace violence. It addresses the direct and significant relationship between managerial issue and intention to leave. The link between managerial issue and intention to leave is statistically positive and significant ($\beta = 0.133^{***}$, $t = 3.386$; $p < 0.05$, see **Table 2**). So, hypothesis fourth is supported. The studies conducted by Rizwan et al. (2014), Leone et al. (2015) and Haque et al. (2019) support the hypothesis four.



5.0 Conclusion and Implications of the study

Workplace violence is a serious matter for women employees in Bangladeshi SMEs, and SMEs in Bangladesh frequently experience different forms of violence. In Bangladesh right now, women working as employees are most at risk. Therefore, it is important to pay special attention to newly hired women employees and to provide them with amenities. Policymakers and other stakeholders should concentrate on offering effective measures for WPV prevention. Gender implications on workplace violence have thus far gotten very little research since it is often believed to be gender-neutral phenomena. The question this study attempts to answer is if women working in SMEs interact with the steady exodus of women from the workforce caused by violence. Since downhill bullying is the most often reported kind of bullying, only downward violence instances were included in the sample. This allowed researchers to account for the potential impact of hierarchical rank on

violence. The results show that the frequency of violence experienced by SMEs is interactively influenced by the women employees. The study reports greater rates of overall workplace violence than do targets in between-gender dyads, in particular. When the four elements of workplace violence are examined, it becomes clear that women employees have an interaction impact on the frequency of both workplace and personal harassment, but not intimidation or organizational harassment. According to the survey, women employees in SMEs experience personal and professional harassment more frequently.

The outcomes of the study show how employees' leaders in the workplace are of great relevance. It provides insight into the specific abilities and attributes of management and leadership development at all levels of the organization. Furthermore, in order to promote various forms of management through behavioural modelling, the evaluation of these factors in the training of leadership roles should be taken into account. Employees have the ability to influence workplace violence. It is the responsibility of all personnel inside the company to effect good change in corporate culture and to prevent workplace abuse (Stegget al., 2011). Formally trained individuals should take on informal leadership roles to serve as role models for other employees. Employees must, however, analyse their perceptions of workplace violence, identify the variables that influence them, and apply efforts to prevent workplace violence.

Critics in positions of authority should utilize this time to develop and track evidence-based preventive methods for dealing with workplace violence. The study's findings provide guidance for these strategies. Much of the intervention research done so far has focused on the training and/or empowerment of individual employees (Stegget al., 2011). Much of the attention was centred on a single level of interference (Chipps andMcRury, 2012). Furthermore, there has been no advancement in the testing of such strategies. The study's findings suggest that multi-level approaches to discussing the social and organizational components of prospective violence studies be considered. Analytical studies promote the development of effective, evidence-based organizational solutions to combat workplace violence, since quantitative researchers have discovered that managers and executives frequently tolerate coercion and aggressive episodes are overlooked or discarded. Analytical scholars have found that a lack of leadership and transparency is associated with increasing violence. Control over the working environment creates the organization's goals and objectives, specifies the standards for employee behaviour, encourages openness, and provides management with guidelines for responding swiftly and effectively to infringements.

The results of this study show how crucial it is to take into account women employees when analysing how gender affects workplace violence in the SMEs. The presumption that women employees have separate effects on the volume of workplace violence that targets

experience seems to be wrong. It may be wrongly concluded that women employees exhibit violent behaviour more frequently if the examination of women employees' influence on workplace violence is limited to the major effect for women employees. The findings also have practical applications. Organizations must help their employees socialize in order to teach them new attitudes and standards around violent behaviour in the workplace. Members might be informed, for instance, of the fact that women employees likely to be the targets of violence more often than males are. By making implicit assumptions about aggression-related social norms clear and questioning them, such training aims to address prevalent misconceptions regarding aggressiveness. For instance, aggression against women co-workers is more acceptable than violence against men, and in particular, it is worse for a man to bully a woman than a man to bully a man.

6.0 Limitations and Directions for future Researches

Like other studies this study is not beyond limitations. When the findings of the analysis are implemented, a number of errors must be avoided. As a result, directionality and causation can only be checked quantitatively in one method in the cross-section approach to variable interaction analysis. Because of the cross-sectional character of the study, the interpretation and implementation of the findings are time-sensitive, and additional research is required to validate the findings using late analysis. The difficulty of differentiating between history and consequences is equally fundamental to the study of causation and regression. The lack of correlation between studies on the sum of contributing elements limits the data's validity, and more research should be funded. The terminology utilized for numerous criteria was broad, and classification of the components required some subjective interpretation. As a result, when applying relevant effects for intervention purposes, the same subjectivity would be required.

All outcomes are self-reported and from the victim's perspective, the potential bias and overall objectivity of these outcomes must be considered. Furthermore, the screening, data collection, and analysis employed only information available in written documents, thus no inferences regarding a lack of information were drawn and all information supplied was taken at face value. This study focuses mostly on women respondents at the organizational level. As a result, future research should include both men and women to determine the impact of workplace violence at all levels. For the study region, just one province in Bangladesh was counted. As a result, more provinces should be included to produce a more diverse output. In this regard, a comparison between two countries can be more realistic for a better comprehension of the study's purpose. Future research will also focus on generation type investigations, such as GEN Y and GEN Z.

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