WORKPLACE HARASSMENT IN MALAYSIA

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INTRODUCTION

In the researchers' study, they explore and accentuate the importance of knowing the psychological impact of workplace harassment among non-western employees. Researchers conclude that the participants have to tolerate unacceptable behavior and stay silent with it. The article emphasizes in detail the psychological impact of workplace harassment among Malaysian who resided abroad and have been experiencing working for more than three years in private and government sectors in Malaysia. Researchers begin with a pilot study which fabricates the referral article before the major study taking place due to none comprehensive research to guide them. A considerable amount of European research has been written on the subject of workplace harassment, but there is a scantiness of information in the literature about this phenomenon in Malaysia. It allows us to shed light on specific areas that require understanding and may offer important insights into inappropriate behavior in unique populations such as that found in Malaysia's culturally diverse population.

Researches accomplish to churn-out several important feelings and reactions from sufferers of the phenomenon. Pedersen, Bovbjerg & Zachariae (2009) pin-pointed that more detailed effects, such as psychological stress, can lead to a lowered resistance to disease and infection. Research has demonstrated that the consequences of such behavior can lead to both short and long term mental health problems. Each of the individuals reacted differently attributable to sickness. A lot of the consequences are related to the effect of prolonged exposure to high levels of pressure. The unmanageable social situation for these individuals may consist not only of severe psychological trauma but also of an extremely extended stress condition that seriously threatens the individual's socio-economic existence, productivity, job security, marital problems, etc.

From a researches perspective, all of the participants force themselves to tolerate the situation without taking any action. For the reason that the issue under investigation is considered sensitive to the Malaysian society. To the same extent that Griemel & Kodama (2011) discover only a small sample of reported incidents of bullying in Japan as compared with Austria, which might tell us more about the difference in cultures in Asia. Most likely due to the difficulty in data collection among Malaysians about this sensitive issue that taps into psychological well-being, dignity and respect, there is likely to be under-reporting too. As Faberow

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(1963) revealed, research on sensitive topics is taboo. And Lee (1993) indicates that sensitive research is 'research which potentially poses a substantial threat to those who are or have been involved in it' (p. 4). This explanation suggests that sensitive research has the potential to impact all of the people who are involved and possibly to hurt the participants taking part in the study. Malaysians are more prone to tolerate and not report the instances of workplace harassment and bullying because of fear of reprisals, the non-existence of an appropriate system and grievance procedure to manage the complaints and issues of confidentiality.

This study provided a wide-ranging of Malaysian professional groups an opportunity to share their personal stories about workplace harassment. The ability of Malaysian employees to work in their acclimatized way is noticeably compromised when they experience the phenomenon. The findings from this study add value to cross-cultural studies in the field of workplace harassment and such work is extraordinarily rare in the psychological literature too.

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