

The Effect of Work Place Harassment on Constables' Job Satisfaction in Puttlam Police Department

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Abstract

Workplace harassment is one of the sensitive areas that can be affecting job dissatisfaction. Therefore, this study is being conducted to find out, "Does workplace harassment impact constables' job satisfaction in Sri Lankan police department in Puttlam district?" In this study, workplace harassment (sexual harassment, racial harassment & gender harassment) is selected as an independent variable & constables' job satisfaction is considered as a dependent variable. When examined previous studies only a few pieces of research done regarding the impact of Workplace Harassment on Employee job satisfaction. And also those were conducted overseas and researchers do not study the impact of Workplace Harassment on constables' job satisfaction of the Police Department in Sri Lanka. The sample size comprises 92 respondents from five police divisions in the Puttlam District and data was collected through primary sources through the standard questionnaire. Reliability analysis was conducted to check internal consistency or repeatability in measurements. All the items indicate 0.7 above Cronbach's alpha values. The data were analysed through SPSS and inferential statistical methods such as correlation analysis and regression analysis were used. According to that, all four hypotheses have a significant negative impact between the independent variable and the dependent variable. Therefore, all four hypotheses were accepted. Based on the findings of the study, gender harassment is a highly influenced factor in job satisfaction. On the other hand, job satisfaction is affected by workplace harassment. Therefore, the researcher concludes that there is a significant negative relationship between workplace harassment and constables' job satisfaction of the Puttlam District police department. One of the identified research limitations was this research concerns only the constables in the Puttlam District. As the practical implication, the researcher suggested that enhance gender equality and racial equality in recruitment, training, and promotion activities, thereby enhancing the representation of women at all levels.

Keywords: Gender harassment, job satisfaction, racial harassment, sexual harassment, workplace harassment