

## A Study of Work place Bullying of Women Employees in Public Sector Banks in India

### Speaker:

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The paper aims to explore the manifestations of work place bullying of women employees in India. While doing so, the paper aims to present a gendered perspective to work place bullying in organizations in India. A secondary purpose of the paper is also to study the impact of work place bullying on women and more specifically on their career progression. As D'Cruz (2012) contends the neo-Indian society presents an interesting contradiction in allowing yet cushioning against workplace bullying. Further, the gender dimension of workplace bullying is relatively unexplored in the Indian context where the male dominated society (Vibhuti & Sakatkar, 2016) gives it rich opportunities to flourish. The paper is an exploratory study in three public sector banks in India. An adapted version of the NAQ-R (Einarsen, Hoel, & Notelaers, 2009) was administered to 150 women employees to understand the types and frequency of bullying behaviour. In the second stage, in depth interviews were conducted with 20 women employees from these banks to gain an insight into the manifestations of workplace bullying and its impact on their career progression. It



was found that certain kinds of overt behaviour such as giving tasks with impossible targets, replacing key areas of responsibility with trivial tasks combined with continuously being reminded of errors directly affected career progression of the respondents. On the other hand, persistent sarcastic comments affected the morale and confidence of women and made them withdraw into a shell. The study has implications at the individual and organizational level.

**Keywords:** Workplace bullying, Gender, Career progression, Bank

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