**RESEARCH PROPOSAL**

**RESPONSE OF NURSES AND OTHER HEALTH CARE WORKER TOWARDS SEXUAL HARASSMENT IN THE WORK PLACE AT HOSPITAL PORT DICKSON, NEGERI SEMBILAN**

**Prepared for:**

TALENT GROOMING PROGRAMME

**Prepared by:**

DR FADZILAH BINTI ISHAK

781121045278

**Submission Date**:

30th JUNE 2022

## **Introduction**

Sexual harassment in the workplace occurs every day all over the world. Sexual harassment is one type of workplace violence that is complex and has occupational hazards. When this sexual harassment occurs in health care industry, it also become an occupational hazard in health care profession. It is a worldwide problem, yet there is still not enough study has been done to explore this issue, especially in our country. Nurses and other health care workers are at the highest risk of sexual harassment and workplace violence. However, little is known about how recipients of sexual harassment response to this type of workplace violence.

Sexual harassment in the workplace is a global issue that is still prevalent. Therefore, the author is interested to do a study about sexual harassment in her workplace. This study intends to look at the response of nurses and other health care workers towards sexual harassment at the workplace.

## **Background of the study**

The word ‘nurse’ originally came from the Latin word, with a modern meaning of ‘a person who cares for the infirm’. (en.wikipedia.org). The word has been used since more than hundred years ago. Nurses have obtained higher levels of experience when working closely with doctors and surgeons, thus the nursing industry has become a vital part of the healthcare industry and very well respected throughout the world. (Kara Masterson, 2017). Therefore, nursing is a career that is respectable and well needed in the world. Nursing also not only a profession that require a person to be capable of doing many tasks and having compassion and dedicated but also a career that is ever changing and enlarging its field of knowledge.

In 2020, there were around 110 thousand registered nurses in Malaysia, an increase compared to the previous year. The number of registered nurses in the country has shown an upward trend since 2016. ([R. Hirschmann](https://www.statista.com/aboutus/our-research-commitment/1956/r-hirschmann),Jan 21, 2022) (statista.com). Nurses is the largest group of profession among other health care workers in health care industry including Malaysia.

A health professional, healthcare professional, or healthcare worker (sometimes abbreviated HCW) is a provider of health care treatment and advice based on formal training and experience. The field includes those who work as a nurse, physician (such as family physician, internist, obstetrician, psychiatrist, radiologist, surgeon etc.), physician assistant, registered dietitian, veterinarian, veterinary technician, optometrist, pharmacist, pharmacy technician, medical assistant, physical therapist, occupational therapist, dentist, midwife, psychologist, or who perform services in allied health professions. Experts in public health and community health are also health professionals. (<https://en.wikipedia.org/wiki/Health_professional>).

Nurses and other health care workers play a vital role in the health care industry. Therefore, their response towards sexual harassment need to be taken seriously because it may affect their performance at the work place and eventually affect to their services to the clients at health facilities.

In this study, author will investigate the response of nurses and other health care workers to sexual harassment at the work place, who working in government hospital in Port Dickson district Negeri Sembilan using a (ILO/ICN/WHO/PSI) WHO Workplace Violence in the Health Sector Country Case Study – Questionnaire (Part C.III. Sexual Harassment). From this surveys, author will determine on how the nurses and other health care worker response to sexual harassment. Understanding the consequences on how they have been bothered by these bad sexual harassment experience and how satisfied they are on how the incident was handled if they report it.

## **Problem statement**

The remarkable resource of a nation is nursing and health care workers. When nursing staff and other health care worker are dedicated then his/her patient will indicate great recuperation in term of wellbeing, which will expand the fulfilment to them. However, if the nurses and other health care workers are affected emotionally and psychologically by sexual harassment, it may affect the services provide to the clients.

Sexual harassment is defined as any unwanted, unwelcome and unreciprocated behaviour of a sexual nature that is offensive to the person involved, and causes that person to be threatened, humiliated and embarrassed. (International Labour Organization:Gender-based violence in Global Supply Chain,2018). Sexual harassment has also taken many forms. It may include unwelcome verbal, visual, nonverbal, or physical conduct that is of a sexual nature or based on someone’s sex. (Shaw E., Hegewisch A., Hess C., 2018).

For decade, sexual harassment is a phenomenon rooted in cultures of injustice, hierarchical structures, and gender inequality and has occurred in all industries, including the health care setting. (von Gruenigen & Karlan, 2018). In health care industry, sexual harassment is a problem worldwide now. (Freischlag & Faria, 2018). According to Pina & Gannon, 2012, several research have revealed that sexual harassment has significant negative consequences for the victims. A meta-analysis of 41 studies which included a total of 70,000 participants revealed that sexual harassment has negative impact on the mental and physical health of recipients and associated with symptoms of post-traumatic stress. (Willness, Steel & Lee, 2007)

## **1.3 Research questions**

The research is conducted to answer these following questions:

1. What is the prevalent of sexual harassment among nurses and other health care worker in Hospital Port Dickson, Negeri Sembilan?
2. How the response of nurses and other health care workers against sexual harassment in Hospital Port Dickson, Negeri Sembilan?
3. How the nurses and other health care workers have been bothered by these bad sexual harassment experience?
4. How satisfied they are on how the incident was handled if they report it?

## **1.4 Research objectives**

The general objective of this research is to determine on how the nurses and other health care worker response against sexual harassment in Hospital Port Dickson, Negeri Sembilan. In accordance to this general objective, the specific objectives are as follows:

1. To investigate the prevalent of sexual harassment among nurses and other health care worker in Hopsital Port Dickson, Negeri Sembilan.
2. To investigate how the nurses and other health care workers have been bothered by these bad sexual harassment experience in Hospital Port Dickson, Negeri Sembilan.
3. To investigate how satisfied they are on how the incident was handled if they report it, in Hospital Port Dickson, Negeri Sembilan.

## **1.5 Research Scope**

This research focuses on responses of nurses and other health care worker against sexual harassment in Hospital Port Dickson, Negeri Sembilan. To examine the nurses and other health care worker response against sexual harassment by using WHO Workplace Violence in the Health Sector Country Case Study – Questionnaire (Part C.III. Sexual Harassment). To investigate on how the nurses and other health care workers have been bothered by these bad sexual harassment experience and to investigate how satisfied they are on how the incident was handled if they report it by using the same questionnaire.

## **1.6 Research Significance**

The purpose of this study is to investigate the response of nurses and other health care worker against sexual harassment in a work place, Hospital Port Dickson, Negeri Sembilan. Understanding the response of nurses and other health care worker against sexual harassment could help the organization to come out with a strategies to help the victims and strategies to prevent these problems from occuring again in the future. Therefore, by improving this pronlem, the nurses and other health care workers have job satisfaction and job performance and thus improve quality of care towards patient and leading to improve patients’ satisfaction.

## **2.0 Methodology**

**2.1 Study Design**

A cross sectional quantitative study will be perform by using (ILO/ICN/WHO/PSI) WHO Workplace Violence in the Health Sector Country Case Study – Questionnaire (Part C.III. Sexual Harassment) in Hospital Port Dickson, Negeri Sembilan.

**2.2 Sampling method**

The research is using convenience sampling technique (Saunders, 2012). The samples are selected from all the nurses and other health care workers working in Hospital Port Dickson, Negeri Sembilan. The samples are based on inclusion and exclusion criteria listed in the research.

**2.3 Samples Criteria**

**Inclusion**

a) Nurses and other health care worker working in Hospital Port Dickson with a minimum 6 months duration working experience.

b) Agree to participate in the study; those who did not give consent were excluded.

**Exclusion**

1. Nurses and other health care worker who are on long medical leave or confinement leave
2. Nurses and other health care worker who are going for further study such as post-basic course
3. Nurses and other health care worker who are coming to the clinic for attachment

course purposes

**2.4 Research Instrument**

The instrument used in this study is (ILO/ICN/WHO/PSI) WHO Workplace Violence in the Health Sector Country Case Study – Questionnaire (Part C.III. Sexual Harassment). This questionnaire is well validated and reliable and have been used by many countries in this field of studies since 2003.

## **3.0 Data Collection and Data Analysis**

The source of data for this research will be gathered through primary data. In which the data will be collected through self-administrated questionnaires that will be distributed to the nurses and other health care workers working in Hospital Port Dickson. In order to fulfil this purpose, a set of questionnaires (ILO/ICN/WHO/PSI) WHO Workplace Violence in the Health Sector Country Case Study – Questionnaire (Part C.III. Sexual Harassment) which was adapted from (ILO/ICN/WHO/PSI) Joint Programme on Workplace Violence in the Health Sector, 2003.

The collected data from the respondents will be analysed using the software called SPSS, latest version. The author use this software because of its comprehensibility and flexibility for performing statistical analysis, and for its wide usage by the researchers.

## **4.0 Conclusion**

This study will highlights the prevalent of sexual harassment among nurses and other health care workers in Hospital Port Dickson and the significance of nurses and other health care workers response against sexual harassment in Hospital Port Dickson. Most publications refers sexual harassment as a major workplace problem that causes humiliation and embarrassment and damages health care workers' performance. Many studies also found out that sexual harassment may lead to emotional and mental stress to the victims. Healthcare workers who experience sexual harassment experience aversive feelings and some experience harmful health- and employment-related harms. This in turn will give bad impact to the victim’s performance and affect the quality of their services.

Recipients of sexual harassment engage in a wide variety of passive and active coping strategies. Thus, sexual harassment in workplace should not be taken lightly. This is because its effect is not only to the victims, but also to their family members, colleagues and patients under their care. Hence, steps should be taken by hospital managements in order to manage and prevent these problems from occuring again in the future.