

**QUESTION: PROPOSAL 50 MARKS**  
**(Content 34 marks + Language 16 marks)**

Read the description and propose a relevant project. Answer the following questions.

Currently, young employees are reportedly experiencing bullying at the workplace in many occupational sectors. Consequently, workplace bullying has contributed to increased mental health issues, leading to poor work performance. As the President of the UMT Career Club, you are tasked with the responsibility of organizing a programme to prepare UMT final year students with this issue.

**(WARNING: PLEASE PARAPHRASE THE SENTENCES. DO NOT USE DIRECT QUOTATION. MARKS WILL BE DEDUCTED FOR PLAGIARISM).**

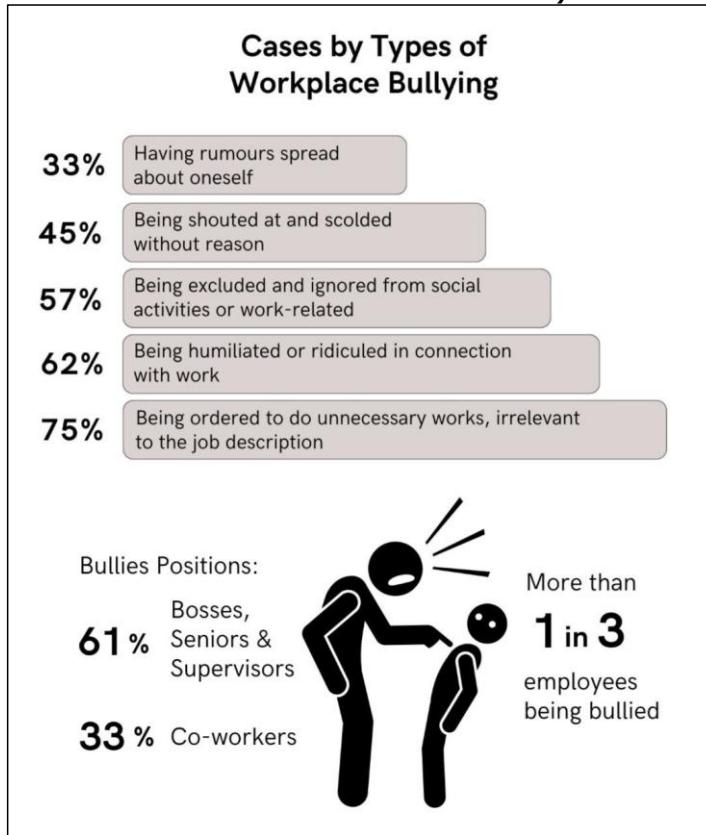


Figure 1

Source: New Straits Times. (2022, May 28). Put an end to workplace bullying before it's too late.  
<https://www.nst.com.my>

Commented [AL1]: career club

Commented [AL2R1]: to prepare the future UMT graduates



Figure 2

Source: Singh, S., Rai, S., Thakur, G., Dubey, S., Singh, A. & Das, U. (2021). Prevalence and impact of workplace bullying on employees' psychological health and well-being. *International Journal of Health Sciences*. 1380-1390. 10.53730/ijhs.v6nS10.14015.

Commented [AL3]: mental health solutions

Commented [AL4R3]: cari infographics - mental health solutions

a) Write the name of your proposed project. (**1m**)

Workplace Anti Bullying Programme

b) Write one paragraph that includes: (**9m**)

- *The main issue/problem in context (2m)*
- *TWO (2) pieces of evidence from the sources given to support the programme. (4m)*
- *Statement of need for programme (1m)*
- One sentence to propose (2m)

Currently, there are plenty of reports involving people being bullied in the workplace by their managers and co-workers. This kind of bullying problem in the workplace is a significant issue and if it is left unresolved, it can harm workers' wellbeing, especially their mental health. According to New Straits Times (2022), one of three workers reported of being bullied while 61 percent of bullying were committed by superiors and 31 percent by colleagues. In addition, in a conducted study found that 80 percent of bullying victims claimed that the anxiety due to the issue has led them to emotional dysfunction (Singh et al., 2021). Hence the intervention for this issue is very much needed to instil great awareness about workplace bullying and therefore provide a healthy

and harmonious working environment for all. Therefore, it is proposed that a Workplace Anti Bullying Programme be held in March 2025 for UMT final year students for the UMT Welfare Club to prepare the graduates with this issue, creating an awareness and therefore putting a stop for the bullying cases to occur.

- c. Write **two goals** with **two measurable objectives (activities) for each goal** in the infinitive phrase for the proposed programme. **(12m)**

Goal 1 (2m) To give an awareness of the dangers of workplace bullying.

Objectives (4m):

- a) To organise a 2-hour talk on bullying prevention topic by three invited mental health experts.
- b) To distribute 500 leaflets containing information about bullying issue including three forms of legal actions and strict law enforcement against perpetrators.
- c) To display 3 videos with 15 minutes each about the signs of workplace bullying and its negative consequences for the victims, bullies and the organization.

Goal 2 (2m) To educate the students the practicable actions to overcome mental health problems from workplace bullying

Objectives (4m):

- a) To hold a 1-hour sharing session by two counsellors on 10 mental, social and spiritual self-care activities to recover from anxiety, depressions and stress.
- b) To put up 20 posters which contain information on how bullying victims can get help from government agencies and NGOs.

- d. Write a complete sentence about the expected outcome of the proposed programme. **(4m)**

Expected outcome 1 (2m): The proposed programme will instil awareness to the participants about workplace bullying cases; therefore, they will prevent themselves from bullying and being bullied in future employment.

Expected outcome 2 (2m): The participants will know what to do and how to get help and therefore, they will be encouraged to reach for the necessary aid if they are being bullied.

e. Write a **SWOT analysis** in complete sentences for the proposed programme. **(8m)**

Strength (2m):

This programme has very dedicated and supportive committee members and it receives experts supports from several established agencies.

Weakness (2m):

This programme faces lack of funding support from the higher ups.

Opportunity (2m):

This programme will be able to establish future collaborations with other occupational sectors and institutions as well as engagement with the Ministry of Health and Befrienders.

Threat (2m):

The participants might be reluctant to take part in this programme as it is dealing with a sensitive issue/ irrelevant issue.

*End of question paper*