

# Selected Work Factors And Sexual Harassment Among Female Staff Of Ibadan Electricity Distribution Company, Oyo State

**Ogunkoya, Olufemi A. and Ayodele Olayinka Rachel**

Department of Business Administration  
Olabisi Onabanjo University, Ago-Iwoye, Ogun State.  
email: ogunkoya.olufemi@oouagoiwoye.edu.ng  
Tel: 08059490311

*pp 356-366*

## ABSTRACT

The study investigates the effect of some selected work environmental factors on sexual harassment on in an organization. Specifically, it examines the effect of lack of organization; power and fear; socialization; and peer pressure on sexual harassment. This study adopted a survey research design and a sample of 110 respondents completed and returned a self-administered questionnaire. The data obtained were found reliable and usable. The cross-sectional data from primary source were analysed using descriptive statistics and regression analyses were used to analyse the data. The results showed that there is a significant impact of organization policy; power and fear; and peer pressure on sexual harassment. However, there is a moderate level of interdependence between socialization and sexual harassment. It concludes that sexual harassment is one of the most important issues that might negatively affect an organizational performance. Sexual harassment remains a serious problem in workplaces today. The study recommended among others that management should issue a strong and specific policy prohibiting sexual harassment, especially a whistleblowing policy.

**Keywords:** Socialization; Organization policy; Power and fear; Peer pressure; Sexual harassment

## 1.0 Introduction

Sexual harassment is an unwanted behaviour of a sexual nature that violates the nobility of men and women at work and can be physical or verbal in nature. It is acknowledged as a form of gender-based discrimination and is therefore against the principle of equal treatment among men and women. For a long time, this kind of violence was ignored in the normal life. Nevertheless, in legal terms, the concept of sexual harassment was invented and recognized in the early 1970s, when specific cases of harassment of women at work took a prominent place, highlighting the need for women's protection in the workplace. Presently, sexual harassment of women in the workplace is a very important type of violence, exhaustively defined for legal purpose. Unlike rape and domestic violence, sexual harassment in the workplace has only recently been identified as a social problem (Alagappar & Marican, 2014). Victims of sexual harassment face humiliation, loss of self-esteem, anger, and psychological harm (Brown, 2011). Sexual harassment also causes problems in the workplace, such as decreased performance (Dionisi, Barling & Dupré, 2012), higher absenteeism and lower job satisfaction (McDonald, 2012; Uggen & Blackstone, 2012).

Sexual harassment can also influence the victim's behavior at work (Popovich & Warren, 2010). Merkin and Shah (2014) found that employees who were victims of sexual harassment recorded decreased job satisfaction, increased intention to quit their job, and increased absenteeism. In addition, the idea that sexual harassment is not taken seriously in the workplace can be detrimental to physical health (Merkin & Shah, 2014). According to Powell (2011), no business or profession is safe from sexual harassment and the working environment is fertile ground. It is becoming an important issue in most workplaces, and over the years has gone from subtle allusions to inappropriate behavior and blatant proposals. Employees are prone to serious emotional, mental and serious trauma that affects their professional and personal lives.

Sexual harassment remains a thoughtful and closely connected problem in the workplace. The absence of a complaint of sexual harassment does not mean the absence of sexual harassment (Jahan, 2013). Victims of sexual harassment may feel that there is no need to complain for fear of retaliation (Jahan, 2013). Sexual harassment is a growing social problem in Nigeria. It is a form of violation of social and human rights that has gained international recognition over the last three decades,

Studies have emerged to address the social problem of sexual harassment in the workplace in Nigeria (Kofi,

2010; Ige & Adeleke, 2012), but the literature on its endemic nature in the workplace, where moral excellence is practiced, soaked and displayed is very thin. Few existing studies have focused on the emergence of sexual harassment in public universities (Okeke, 2011; Chukwudi & Gbakorun, 2011). In addition, it is not clear from the study that female students report sexual harassment to school principals. Finally, the study does not indicate the number of employees arrested for sexual harassment and disciplinary action taken against them. Therefore, this study examines the limitations of the above study by filling these gaps in knowledge and exploring the nature and extent of sexual harassment and its effect on the performance of female secretaries in an organization.

The broad objective of the study is to evaluate the effect of sexual harassment on employee performance in an organization. The specific objectives are to investigate the effect of lack of organization policy on sexual harassment; to examine the effect of power and fear on sexual harassment; to investigate the effect of socialization on sexual harassment; and finally to examine the effect of peer pressure on sexual harassment. Consequently, this study tested the below hypotheses;

(H<sub>1</sub>): There is a significant impact of organization policy on sexual harassment.

(H<sub>2</sub>): There is a significant impact of power and fear on sexual harassment.

(H<sub>3</sub>): There is a significant impact of socialization on sexual harassment.

(H<sub>4</sub>): There is a significant impact of peer pressure on sexual harassment.

By understanding the employees' perception of safety from sexual harassment, management could improve the policies that promote the feeling of safety from sexual harassment in the workplace. Moreover, this research provided recommendations on how sex affected the employees' perception of safety from sexual harassment in the workplace.

This study is divided into four sections. Section one covers the introduction. Section two is on the review of literature and theoretical framework. Section three contains the research methodology and analysis. Section four contains the summary of findings, conclusion and recommendation.

## 2.0 Literature Review

### 2.1. The Concept of Sexual Harassment

Sexual harassment is unwanted sexual behavior towards an employee, verbal or otherwise, such as physical contact or advances, sexually colored statements, or the posting of pornographic material in

the workplace. Nevertheless, sexual harassment is based on power, abusive behavior, and harassment (MacIntosh, Wuest, Gray, & Aldous, 2010). Most managers have the five powers of management and many have some of the five powers. The power of a manager is legitimate, rewarding, coercive, expert and referent (Jones & George, 2015). In general, the two powers that prevail in sexual harassment are reward (promise or retention) and coercion (intimidation and threats). The types of power used may be hidden, overt or implied or expressed. Theorist argues that sexual harassment is the product of a gender system that perpetuates itself and is inflicted on the basis of a dominant and normative masculinity.

Sexual harassment refers to the verbal or physical act forced on a victim by body language, verbal and nonverbal communication aimed at compelling women to have sex. Yusuf (2010) defined sexual harassment as any form of behaviour, such as sexual mockery, jokes, comments, or unwanted pressures to obtain a sexual favour or appointment. As a result, sexual harassment includes intimidation, intimidation, or unwanted or invasive coercion by a victim. A study by Sabitha (2008) describes sexual harassment as unwelcome behaviour or an offensive, embarrassing, intimidating or humiliating sexual nature that may affect the professional performance, health, career or life of the employee.

## 2.2 Possible Causes of Sexual Harassment

Gateway (2009) states that sexual harassment varies from one individual to another and that the work environment create proximity and fog boundaries that are often crossed, exacerbating the risk of sexual harassment.

### Lack of Policy

Gateway (2009) states that sexual harassment is due to lack of policy, some companies do not have a sexual harassment policy or do not have well-defined policies, disciplinary procedures and procedures to deal with sexual harassment. As a result, harassed individuals do not know the reporting routes and some employees are unaware of the seriousness of sexual harassment and its penalties. In contrast, a study by Ramsarpoop and Brijball (2009) on the causes and forms of sexual harassment at the University of South Africa found that sexual segregation, supervisory relationships, levels of appearance and personality are the main causes of sexual harassment in the workplace.

### Power and Fear

Employees depend on each other for support and rely heavily on the approval of their executives to seize

the opportunities and success of their career dreams. Robbins (2010) posits that employees view their supervisors or managers as role models. Nevertheless, management often becomes accustomed to its authority over employees and tends to use it to harass subordinates. Economic instability aggravates the rate of sexual harassment as employees must submit to sexual harassment for fear of losing their job. In support of Rudman (2015), the role of women in life is to please men and this popularity among men is synonymous with success. In this context, it means that men have power over women, leaving room for sexual harassment. Similarly, a study by Lunenburg (2010) on the causes and impact of sexual harassment found that employees in senior positions who have official power are strictly responsible for sexual harassment. On the contrary, a study by Powell (2011) found that sexual harassment of female supervisors or employees in higher positions is perpetrated by male employees in order to minimize differences in power.

### Socialization

According to Gateway (2015), moral values and cultural differences are at the root of sexual harassment. In societies where extra-marital relationships are widely accepted, some people equate monogamy with monotony. It is relatively easy for people to engage in sexual matters, whether they are unilateral or mutual. The person who tries and does not accept the rejection, or considers the reluctant colleague as a challenge, easily becomes a stalker or may victimize the reluctant colleague. The prevalence of marital stress and divorce in Western society, which today influences many cultures around the world, means that some men and women are working in a state of emotional distress that can make them vulnerable to sexual harassment. Some confusion results from cultural differences about what is acceptable or not in our fast changing society.

### Peer Pressure

The way people behave when they are in a group is different. People who are gathered together often behave differently than they would as individuals, which partly explains the gang harassment that is occurring. Pellegrini (2011) postulates that group employees are generally encouraged and hiss when a person arrives at the factory or passes in front of a group of employees. This type of behaviour would encourage employees to engage in undesirable behaviours that would constitute non-verbal sexual harassment.

## 2.3 Natural/Biological Theory

The natural school interprets sexual harassment as a natural sexual attraction that occurs among people.

According to this model, men have a stronger sex and are therefore biologically motivated to engage in the sexual prosecution of women. Thus, harassment is not intended to be offensive or discriminatory; it is simply the result of biological impulses. Its hypotheses include a natural reciprocal attraction between men and women, a stronger sexual drive in men, and the role of men as sexual initiators. Biologically, men have a strong physiological need for sexual activity and can therefore exercise coercive powers over women in order to satisfy the sexual drive, while the other version proposes that, naturally, men and women exert a sexual attraction reciprocal and are therefore responsible for sexual acts in their workplace. This implies that a person may not intend to be subject to sexual harassment, but that he or she would participate in it because of the motivation provided by the attraction of the opposite sex, which is a natural attribute. Therefore, the harassing behaviour can not necessarily be interpreted as offensive or discriminatory. Therefore, according to this model, the concept of sexual harassment is a mistake because the relevant interactions are more appropriately viewed as court behaviour. One of the main strengths of the natural / biological perspective is that it recognizes innate human instincts that can lead to sexually aggressive behaviour (Tangri, 1982). However, this explanation has found little help and has been criticized for several reasons. It lacks exploratory depth because it is extremely difficult to design studies that test the basic assumptions of theories. In addition, the theory provides no basic strategy for the prevention of sexual harassment. Thus, this framework has had little influence on misconceptions about sexual harassment.

Sojo, Wood and Genat (2016) conducted a meta-analysis of women's adverse work experiences and well-being, which found that "more intense but less frequent adverse experiences (e.g., sexual coercion and sexual coercion unwanted sexual attention) and less intense but more frequent adverse experiences (e.g., sexist organizational climate and gender harassment) have had similar negative effects on women's well-being. An interesting finding is that the evidence indicates that the power imbalance explains the impact of harmful work experiences on women's well-being.

Shukurat (2016) investigated gender differences in perception of sexual harassment among Nigerian banks. Two hundred and seventy-five employees (149 men, 126 women) were sampled for this study. A survey design with an adapted questionnaire from the Sexual Experience Questionnaire (SEQ) includes three scales of sexual harassment dimension was used. The hypotheses were tested with independent t-

test samples. The results revealed no perceptual differences in the labelling of sexual harassment indices between male and female bank employees in Nigeria. For example, the study recommends that bank managers support and set the tone for the workplace without sexual harassment.

Makaita, (2015) examines the effects of sexual harassment on performance evidence of employees of Bindura Nickel Corporation. The research was conducted in the form of a case study in which a sample of 205 employees from a population of 367 employees was used. The stratified random sampling procedure was used to select items from 15 managers and 277 general employees. Questionnaires and interviews were used in triangulation to collect sample data. After analysing the data collected, sexual harassment was found to have resulted in a hostile work environment, absenteeism, intention to leave, depression, work-related stress and compromised performance with employees.

Mapira (2015) conducted research on the effects of sexual harassment on the performance of Bindura Nickel Corporation employees. The research was conducted in the form of a case study in which a sample of 205 employees from a population of 367 employees was used. The stratified random sampling procedure was used to select items from 15 managers and 277 general employees. Questionnaires and interviews were used in triangulation to collect sample data. After analysing the data collected, sexual harassment was found to have resulted in a hostile work environment, absenteeism, intention to leave, depression, work-related stress and compromised performance with employees.

Siti, (2015) conducted a study on the effects of sexual harassment in the workplace: Employee experience in the hospitality industry in Terengganu, Malaysia. A total of 260 respondents were selected from the employees of various hotels and resorts in Terengganu. Three predictors, offensive behaviour, sexual coercion, risk on the human factor, were found to have average to strong correlation with dependent variables namely employment. Regression analysis also shows that offensive behaviour, sexual coercion, risks to the human factor are positively and significantly related to employment. The researcher suggests that human resources managers in hotels and resorts should formulate, in consultation with legal and labour relations experts in Malaysia, to improve harassment policies Sexual.

### 3.0 Methodology

This study adopted a survey research design. The survey research design was to collect detailed and

factual information from the targeted respondents. The study will be carried out in Oyo State, Nigeria. Oyo state covers approximately an area of 28,454 square kilometres and is ranked 14th by size. Oyo state consist of 33 local government areas, the landscape consists of old hard rocks and dome shaped hills which rise gently from about 500 meters in the southern part and reaching a height of about 1,219 meter above sea level in the northern part. This area was chosen specifically for the study as a result of the close proximity to the respondents, time framework within which this study is expected to be completed and the researcher's financial capability. The population of the study covers all the female staffs (junior and senior) in Ibadan Electricity Distribution Company Plc. (IBEDC), Oyo State. The total population of female staffs in the above mentioned organization is 153. The participants were 18 years of age and above and are employed full-time or part-time in the organization with a minimum degree of O' level.

The Yamani (1967) technique was adopted for this research work to determine the sample size for this study as 111. Random sampling technique was used in the selection of staff in the organization under survey; here the research instruments are administered to the respondent randomly and every member is given the chance of being selected for the study. This study

mainly relied on cross sectional data collected from the field through the use of a questionnaire as the primary tool. The questionnaire was divided into two sections. The first section seeks to obtain the personal information (demographic profile) of the respondents while the second section contains the questions that relate to the subject matter. The questionnaire, administered by the respondents, contained twenty (20) items, which sought information from the respondents on sexual harassment and their performance in the organisation. The questionnaire has been designed, making sure that research questions encapsulate what the researcher is trying to find and provide the direction and shape of the research (Hammond & Wellington, 2013). Moreover, according to Hejase & Hejase (2013), questionnaires are popular, low cost, and convenient

**The validity of the instrument** was determined through consultation with experts in the field of research. A pilot study will be conducted by administering the questionnaire to few employees in the organization from the target population which is intended to determine the reliability of the instrument. A reliability co-efficient of 0.71 was obtained, and considered high enough for the instrument to be used for the study (Jwan, 2010).

#### 4.0 Results

**Table 4.0: Descriptive Statistics of the Data**

Gender	Male	Female			
	0%	100%			
Age of Respondents	Below 20 years	21-30 years	31- 40years	41-50years	Above 50years
	2.7%	43.3%	35.1%	11.7%	7.2%
Marital Status	Single	Married	Divorced		
	27.9%	70.3%	1.8%		
Education	O'Level	OND/NCE/B.SC	M.Sc.	Others	
	8.1%	73.0%	13.5%	5.4%	
Working experience	0-4years	5-9years	10-14years	Above 15years	
	26.1%	55.0%	10.8%	8.1%	

Source: Field Survey (2019)

#### 4.1 Hypotheses Testing

H<sub>1</sub>: There is a significant impact of organization policy on sexual harassment;

##### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.850 <sup>a</sup>	.723	.6717	.5990

a. Predictors: (Constant), Organization Policy

Source: Field Survey, 2019

##### ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	31.053	1	31.053	28.098	.000 <sup>b</sup>
	Residual	55.154	109	0.506		
	Total	86.207	110			

a. Predictors: (Constant), Organization Policy

b. Dependent Variable: Sexual Harassment

##### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	37.550	1.536		24.441	.000
	Organization Policy	11.437	.009	.850	13.221	.000

b. Dependent Variable: Sexual Harassment

Source: Field Survey, 2019

From the table above there is a significant impact of organization policy on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC), the table result shows that there is a moderate level of interdependence between organization policy and sexual harassment ( $\beta = .850$ ,  $T = 13.221$ ,  $P < 0.05$ ). **The table also shows that the coefficient of determination ( $R^2$ ) is .723** which is greater than 5%

Level of Significance ( $P > 0.05$ ) **with an F-statistic of 28.098 and p-value of 0.000. It indicates a relatively strong degree of correlation. The R Square value indicates how much of the dependent variable, "sexual harassment", can be explained by the independent variable, "organization policy".** It means that organization policy has 72.3% variation on sexual harassment in an organization.

H<sub>2</sub>: There is a significant impact of power and fear on sexual harassment;

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 <sup>a</sup>	.650	.641	.4657

a. Predictors: (Constant), Power and Fear

Source: Field Survey, 2019

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	11.967	1	11.967	21.296	.000 <sup>b</sup>
	Residual	61.149	109	0.561		
	Total	73.116	110			

a. Predictors: (Constant), Power and Fear

b. Dependent Variable: Sexual Harassment

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.479	.196		2.446	.000
	Power and Fear	.804	.142	.806	15.678	.000

b. Dependent Variable: Sexual Harassment

Source: Field Survey, 2019

From the table above there is a significant impact of power and fear on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC), the table result shows that there is a moderate level of interdependence between power and fear, and sexual harassment ( $\beta = .806$ ,  $T = 15.678$ ,  $P < 0.05$ ). **The table also shows that the coefficient of determination ( $R^2$ ) is .650** which is greater than 5% Level of

Significance ( $P > 0.05$ ) **with an F-statistic of 21.296 and p-value of 0.000. It indicates a relatively strong degree of correlation. The R Square value indicates how much of the dependent variable, "sexual harassment", can be explained by the independent variable, "power and fear".** It means that power and fear has 65.0% variation on sexual harassment in an organization.

H<sub>3</sub>: There is a significant impact of socialization on sexual harassment;

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.854 <sup>a</sup>	.729	.718	.7678

a. Predictors: (Constant), Socialization

Source: Field Survey, 2019.

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	13.548	1	13.548	25.450	.000 <sup>b</sup>
	Residual	57.988	109	0.532		
	Total	71.536	110			

a. Predictors: (Constant), Socialization

b. Dependent Variable: Sexual Harassment

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.489	.476		1.027	.000
	Socialization	.253	.020	.854	12.620	.000

b. Dependent Variable: Sexual Harassment

Source: Field Survey, 2019

From the table above there is a significant impact of socialization on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC), the table result shows that there is a moderate level of interdependence between socialization and sexual harassment ( $\beta = .854$ ,  $T = 12.620$ ,  $P < 0.05$ ). **The table also shows that the coefficient of determination ( $R^2$ ) is .729** which is greater than 5% Level of Significance ( $P > 0.05$ ) **with an**

F-statistic of 25.450 and p-value of 0.000. **It indicates a relatively strong degree of correlation. The R Square value indicates how much of the dependent variable, "sexual harassment", can be explained by the independent variable, "socialization".** It means that socialization has 72.9% variation on sexual harassment in an organization.

H<sub>4</sub>: There is a significant impact of peer pressure on sexual harassment.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789 <sup>a</sup>	.623	.605	.98663

a. Predictors: (Constant), Peer Pressure

Source: Field Survey, 2019

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	43.288	1	43.288	5.943	.000 <sup>b</sup>
	Residual	107.256	109	0.984		
	Total	150.544	110			

a. Predictors: (Constant), Peer Pressure

b. Dependent Variable: Sexual Harassment

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.955	6.880		0.139	.000
	Peer Pressure	.575	1.116	.789	0.543	.000

b. Dependent Variable: Sexual Harassment

Source: Field Survey, 2019

From the table above there is a significant impact of peer pressure on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC), the table result shows that there is a moderate level of interdependence between peer pressure and sexual harassment ( $\beta = .789$ ,  $T = 0.543$ ,  $P < 0.05$ ). **The table also shows that the coefficient of determination ( $R^2$ ) is .613** which is greater than 5% Level of Significance ( $P > 0.05$ ) **with an** F-statistic of 5.943 and p-value of 0.000. **It indicates a relatively strong degree of correlation. The R Square value indicates how much of the dependent variable, "sexual harassment", can be explained by the independent variable, "peer pressure".** It means that pressure has 62.3% variation on sexual harassment in an organization.

**5.0. Discussion**

From the analysis result on impact of sexual harassment on employee performance, at overall level, ANOVA results on the impact of organization policy, power and fear, socialization and peer pressure on sexual harassment in Ibadan Electricity distribution Company PLC (IBEDC) was statistically significant in that the p-value was less than the set

value of .05. The findings on are in line with the results of Gateway (2015) who argues that the major cause of sexual harassment is the absent of sexual harassment policy. Gateway (2015) confirmed that organization without a sexual harassment policy face challenges in handling sexual harassment cases and ends up inconsistently handling them.

In addition, the findings concur with Lunenburg (2010) who states that abuse of power causes sexual harassment. In support of Lunenburg (2010), Robbins (2008) postulates that management often marry themselves to their power of authority over employees and tends to use it to harass their subordinates. Study by Abe, (2012) found that sexual harassment is just like domestic violence which is influenced by cultural, religious and social beliefs where a woman is supposed to be subservient and is considered to be unable to make meaningful decisions. Given such a background, it means even if abused they are not recognized. Thaisa and Ariane (2018) in their study found that occupational sex segregation, supervisory relations, levels of interaction, appearance and personality and types of behavior are other significant causes on sexual

harassment at the workplace.

Makaita, Mapira and Muzvidziwa (2015) in their study recommended that companies must have sexual harassment policy clearly stating reporting procedure and penalties available for sexual harassment misconduct. This is consistent with the research of Zainuddin and Ahmad (2015) on three predictors that may create challenges in the, employment of the employees due to the threat of sexual harassment which are peer pressure, family and environment. Sexual harassment can create offensive, hostile and intimidating work environment which can interfere with job performance and job success.

The finding on the first hypotheses shows that there is a significant impact of organization policy on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC). The analysis shows that there is a moderate level of interdependence between organization policy and sexual harassment ( $\beta = .850$ ,  $T = 13.221$ ,  $P < 0.05$ ) with a  $R^2$  value of 0.723. This implies that an organization without a sexual harassment policy face challenges in handling sexual harassment cases and ends up inconsistently handling them. The finding on the second hypotheses shows that there is a significant impact of power and fear on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC). The analysis shows that there is a moderate level of interdependence between power and fear and sexual harassment ( $\beta = .806$ ,  $T = 15.678$ ,  $P < 0.05$ ) with a  $R^2$  value of 0.650. It means that power and fear has 65.0% variation on sexual harassment in an organization. The finding on the third hypotheses shows that there is a significant impact of socialization on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC). The analysis shows that there is a moderate level of interdependence between socialization and sexual harassment ( $\beta = .854$ ,  $T = 12.620$ ,  $P < 0.05$ ) with a  $R^2$  value of 0.729. It means that socialization has 72.9% variation on sexual harassment in an organization. The finding on the fourth hypotheses shows that there is a significant impact of peer pressure on sexual harassment in Ibadan Electricity Distribution Company Plc (IBEDC). The analysis shows that there is a moderate level of interdependence between peer pressure and sexual harassment ( $\beta = .789$ ,  $T = 0.543$ ,  $P < 0.05$ ) with a  $R^2$  value of 0.613. It means that peer pressure has 62.3% variation on sexual harassment in an organization.

### Conclusions

From the findings of the study it is confirmed that sexual harassment is one of the most important issues that might negatively affect an organizational performance. Sexual harassment remains a serious

problem in workplaces today. Employees are required to understand what sexual harassment constitutes and what the various types and forms of sexual harassment are that may occur. Harassing behaviours in organisations may result in loss of existing and potential customers, damage to the company's public image; increased organizational cost which includes legal cost and medical cost, increased employee turnover as well as a reduction in employee productivity. Sexual harassment weakens the dignity of both the victim and the perpetrator, and can act as a menace to occupational experience and welfare of employees especially women in the workplace.

It is also concluded that sexual harassment experience will cause victims to get psychological trauma and affect the individual's emotional and psychological well-being, sexual harassment results in power differentials and can differ in impact based on social categories to include gender, race, sexual orientation and organizational status, sexual harassment creates a toxic environment which is a resistance environment and diminishes growth of the company which allows or engages in these practices of sexual harassment and a well administered procedure in dealing with the sexual harassment issue in a company will be able to enhance the employee awareness on company effort in order to eradicate the matter.

### Recommendations

Based on the findings of this study, it is therefore, recommended that

- i. Management should issue a strong and specific policy prohibiting sexual harassment, especially a whistleblowing policy.
- ii. Management should develop a complaint procedure employees can follow.
- iii. Organizing training programs to educate employees and employers so as to understand what sexual harassment behaviour is and how to deal with it.
- iv. Proper investigation should be carried out on any reported case of sexual harassment.
- v. Nigerian Government should formulate better law to prohibit sexual harassment in work settings.
- vi. Creating a work atmosphere that encourages sexually harassed staff to come forward
- vii. Management should investigate and resolve complaints immediately, and taking disciplinary actions against harassers

### References

- Abe, I. (2012). Defining and awareness of sexual harassment among selected university students in Lagos metropolis, Nigeria. *Journal of Emerging Trends in Educational Research and Policy Studies*, 3(3), 212-218.



- Alagappar, P. & Marican, S. (2014). Intention to report sexual harassment – Using the Theory of Reasoned Action. *Journal of Social Sciences*, 55(4), 376-387
- Baker, J.A. (2015). *The sexual harassment workbook: Recognising, Preventing & Managing Sexual Harassment in the Workplace*. Bayou Publishing LLC.
- Berdahl, J. L., & Moore, C. (2012). Workplace harassment: double jeopardy for minority women. *Journal of Applied Psychology*, 91(2), 426.
- Bowes-Sperry, L., & Tata, J. (2015). *A multiperspective framework of sexual harassment*. In G. Powell (Ed.), *Handbook of Gender and Work*.
- Brown, L. P. (2011). Evaluating the Association of Workplace Psychosocial Stressors with Occupational Injury, Illness, and Assault. *Journal of Occupational and Environmental Hygiene*, 8(1), 31-37
- Burn, S. M. (2009). A situational model of sexual assault prevention through bystander intervention. *Journal of Sexual Roles*, 60, 779–792
- Chamberlain, L. J., Crowley, M., Tope, D., & Hodson, R. (2008). Sexual harassment in organizational context. *Journal of Work and Occupations*, 35(3), 262-295.
- Chang, H. & Cho, S. (2016). Workplace Violence and Job Outcomes of Newly Licensed Nurses. *Asian Nursing Research*, 10(4), 271-276.
- Chukwudi, F and Gbakorun, A. A. (2011). Indecent Dressing and Sexual Harassment among Undergraduates of Nasarawa State University, Keffi. *Journal of Sociology, Psychology and Anthropology*, 3, 2, 25-31.
- Cleveland, J. N. & Kerst, M. E. (1993). Sexual harassment and perceptions of power: An under-articulated relationship. *Journal of Vocational Behavior*, 42(1), 49-67
- Dias, I. (2008). Violência contra as mulheres no trabalho: O caso do assédio sexual. *Sociologia, Problemas e Práticas*, 57, 11-23.
- Dionisi, A. M., & Barling, J. (2015). Spillover and crossover of sex-based harassment from work to home: Supervisor gender harassment affects romantic relationship functioning via targets' anger. *Journal of Organizational Behavior*, 36, 196–215.
- Essays, UK. (November 2013). *Human Rights And Sexual Harassment Law Essay*.
- Fister-Gale, S. (2013). *Sickened by the cost of absenteeism*
- Fitzgerald, L. F., Schneider, K. T., Swan, S., (2011). Job-related and psychological effects of sexual harassment in workplace: *Journal of Applied Psychology*. 82 (30): 401-415.
- Ganu, J. & Boateng, P.A. (2013). Examining sexual harassment experiences in the Ghanaian work environment: behavioural responses and effects on both women and men. *Nigeria Journal of Management Sciences*, 3(1&2), 1-12.
- Gettman, H. J. & Gelfand, M. J. (2007). Antecedents and consequences of sexual harassment by clients and customers. *Journal of Applied Psychology*, 92(3), 757-770.
- Grobler, P. A., & Kolkenbeck-Ruh, R. K. (2013). A model for the management of sexual harassment in African companies. *Journal of Management Dynamics*, 12(1), 36-46.
- Gutek, B., Cohen, G., Konrad, M., (1999). Sexual Harassment 'Predicting Social Behaviour at work': *Journal of Psychology*. 33 (3), 560-577.
- Hersch, J.(2015). *Sexual harassment in the workplace*. IZA World of Labor, 188.
- Hibino, Y., Ogino, K. & Inagaki, M. (2011). Sexual Harassment of Female Nurses by Patients in Japan. *Journal of Nursing Scholarship*, 38(4), 400-405.
- Hunt, C., Davidson M., Fielden S., and Hoel, H., (2010). *Sexual harassment in the workplace*. John Wiley and Sons Ltd: Manchester.
- Hutagalung, F. & Ishak, Z. (2012). Sexual harassment: A predictor to job satisfaction and work stress among employees. *Journal of Social and Behavioral Sciences*, 65(3), 723-730.
- Ilesanmi, F.O.(2012). Sexual harassment in the workplace: *Journal of workplace Behaviour*, 10(2), 24-37
- Jahan, K. (2013). Experience of sexual harassment and action taken in response for it by working women. *Indian Journal of Health and Wellbeing*, 4(5), 1157-1160
- Joubert, P., Van Wyk, C., & Rothmann, S. (2011). *The incidence of sexual harassment at higher education institutions in South Africa: Perceptions of academic staff.*, 43(1).
- Kofi, J. (2010). Sexual Harassment in the Workplace: A Case Study of Nigeria. *Journal of Gender and Behaviour*, 8(1): 23-45
- Lipnic, V. (2016). EEOC: Most harassment training is worthless. *HR Specialist: Employment Law, Journal of Social Science* 46, 1–2.
- Lunenburg F.C., (2010). 'Sexual Harassment: an Abuse of Power': *International Journal of*

- Management Business and Administration*, 13 (1) 1-15.
- Makaita M., (2015). Effects of Sexual Harassment on Employee Performance, evidence from Bindura Corporation, *Journal of Research in Business & Management* 2(2), 2454-3128
- Mapira, M., (2015). Special Issue on Evolutionary Developmental Psychology: *Journal of Experimental Child Psychology*, 85(24) 257-278.
- McDonald, P. (2012). Workplace sexual harassment 30 years on: A review of the literature. *International Journal of Management Reviews*, 14, 1–17.
- McLaughlin, H., Uggen, C., & Blackstone, A. (2012). Sexual harassment, workplace authority, and the paradox of power. *American Sociological Review*, 77, 625–647.
- McMahon, S., & Banyard, V. L. (2012). A conceptual framework for the prevention of sexual violence through bystander intervention. *Trauma, Violence, & Abuse*, 13, 3–14.
- McRaven, W. H. (2016, May). State of the system. Chancellor's address at The 49th chancellors council annual meetings & symposium, Austin, Texas.
- Menon, Nivedita (2011): "Rights, Bodies and the Law: Rethinking Feminist Politics of Justice," Gender and Politics in India,
- Merkin, R.S., (2013). The Impact of Sexual Harassment on Turnover Intentions, Absenteeism, and Job Satisfaction: *Journal of International Women's Studies* 10 (2): 73-91.
- Nielsen, M. & Einarsen, S. (2012). Prospective relationships between workplace sexual harassment and distress. *Journal of Occupational Medicine*, 62(3), 226-228.
- Numhauser-Henning, A. &Laulom, S. (2012). Harassment related to Sex and Sexual Harassment Law in 33 European Countries. *European Journal of Social Science*, 49(9), 767-779.
- Ogunmosunle, S. (2012): Odds Against Domestic Violence Laws.
- Okeke, C. M. A. (2011). *Impact of Sexual Harassment on Women Undergraduates' Educational Experience in Anambra State of Nigeria*. PhD Dissertation, Seton Hall University.
- O'Leary-Kelly, A. M., Bowes-Sperry, L., Bates, C. A., & Lean, E. R. (2009). Sexual harassment at work: A decade (plus) of progress. *Journal of Management*, 35(3), 503-536
- Omonijo, D., (2013) A Study of Sexual Harassment in Three Selected Private Faith-Based Universities, Ogun-State, South-West Nigeria, *Journal of Social Science*, 1(9), 250-263
- Oni, E. E; Adeniji, A. A. Heirsmac, T. P. (2014): Impact of Domestic Abuse on Female Employee's Productivity in the Nigerian. *European Scientific Journal*, 10 (26), 12-43
- Pellegrini, A., (2011). Special Issue on Evolutionary Developmental Psychology: *Journal of Experimental Child Psychology*, 85(24) 257-278
- Perrewé, P. L., Zellars, K. L., Ferris, G. R., (2015). Political skill: An antidote in the role overload-strain relationship. *Journal of Occupational Health Psychology*, 10, 239–250.
- Popovich, P. M. & Warren, M. A. (2010). The role of power in sexual harassment as a counterproductive behavior in organizations. *Human Resource Management Review*, 20(1), 45-53
- Powell, G. N., (2011). *Women and men in management*, Thousand Oaks, CA: Sage.
- Ramsaroop, A., & Parumasur, S. B. (2009). The prevalence and nature of sexual harassment in the workplace: A model for early identification and effective management thereof. *SA Journal of Industrial Psychology/SA* 33(2), 25-33.
- Robbins, S.P. (2008). *Organisational Behaviour*, (12th edn). New Delhi: Prentice-Hall of Indian Private Limited.
- Rudman, L. A., & Robertson, B. A., (2015). Procedural justice versus gender socialization issues in university sexual harassment: *Basic and Applied Social Psychology*, 17(15) 519-541.
- Sabitha, M. (2008). Sexual harassment awareness training at workplace: Can it effect perception? *Journal of Administration & Governance*, 3, 1-16
- Schein, E. H. (2010). *Organizational culture and leadership* (4th ed.). San Francisco, CA: Wiley.
- Shukurat M., (2016) Gender Differences In Perception Of Sexual Harassment Among Nigerian Banks' Employees, *Journal of Applied Social Psychology*, 25, 1169-1183.
- Siti R., (2015) The Effects of Sexual Harassment in Workplace: Experience of Employees in Hospitality Industry in Terengganu, Malaysia, *Journal of Social Sciences* 6(4), 689-695
- Smit, D. M., & Viviers, D. J. (2016). "Vicarious" liability of the employer in sexual

harassment cases: A comparative study. *Journal of Business Ethics*, 1(1), 1-19

- Sojo, V. E., Wood, R. E., & Genat, A. E. (2016). Harmful workplace experiences and women's occupational well-being: A meta-analysis. *Psychology of Women Quarterly*, 40, 10-40
- Street, A. E., Gradus, J., & Kelly, K. (2009). Gender differences in experiences of sexual harassment environment. *Journal of Consulting and Clinical Psychology*, 75(3), 464-474.
- Tangri, S. S., Burt, M. R., & Johnson, L. B. (1982). Sexual harassment at work: Three explanatory models. *Journal of social Issues*, 38(4), 33-54.
- Thomas, A. M. & Kitzinger, C. (1997). *Sexual harassment. Contemporary feminist perspectives*. Buckingham, England: Open University Press
- Tsai, M., & Kleiner, B. H. (2009). How to investigate sexual harassment in the workplace. *Equal Opportunities International*, 18, 1-7.
- Willness, C. R., Steel, P., & Lee, K. (2010). A meta-analysis of the antecedents and consequences of workplace sexual harassment. *Journal of Personnel Psychology*, 60(1), 127-162.
- Yusuf, N. (2010): Experience OF Sexual Harassment at Work by Female Employees in a Nigerian Work Environment. *Journal of Hum. ECol*, 30(3), 11-43.
- Zainuddin, Z., & Ahmad. S., (2015). The Effects of Sexual Harassment in Workplace: Experience of Employees in Hospitality Industry in Terengganu, Malaysia. *Mediterranean Journal of Social Sciences*, 6(4), 689-695