

Aaron Cominio

11/13/2024

CYSE 201S

Professor Diwakar Yalpi

Article Review #2

Beyond Technology: Exploring “Cyberbullying and Psychological Stress among Female Employees” Through a Social Science Lens

BLUF

The article “Cyberbullying and Psychological Stress among Female Employees” demonstrates the detrimental impact cyberbullying has on female employees. Organizations must have cyberbullying protocols that maintain confidentiality while removing offenders from the workplace.

Social Science Principles

The social science principles of relativism, empiricism, and determinism can be related to the article. Relativism, the idea that all things are related, is demonstrated by how workplace cyberbullying affects several aspects of female employee’s experiences. Organizational commitment, psychological well-being, perceived interactional justice, and negative job satisfaction are all identified as being related to cyberbullying. (Al Doghan and Arshad, 2023). Empiricism is relevant to the article, as evidenced by

the empirical research completed to gather data. The researchers collected real, observable data to understand the prevalence of cyberbullying and its effect on women. Finally, the concept of determinism is reflected in the researcher's data analysis results, showing that cyberbullying leads to increased stress and reduced commitment.

Research Questions (Q) and Hypothesis (H)

1. **Q:** How does workplace cyberbullying affect the organizational commitment of female employees?
H: Female organizational commitment is negatively affected by workplace cyberbullying.
2. **Q:** What effect does workplace cyberbullying have on the psychological stress of female employees?
H: Workplace cyberbullying and psychological stress are associated with female employees.
3. **Q:** How does workplace cyberbullying influence perceived interactional justice among female employees?
H: Interactional justice is negatively influenced by workplace cyberbullying with female employees.
4. **Q:** Is perceived interactional justice associated with job satisfaction?
H: Job satisfaction and perceived interactional justice are associated.
5. **Q:** What role does perceived fairness in interactions play in the connection between job satisfaction and cyberbullying?
6. **H:** Perceived fairness in interactions acts as a bridge between job satisfaction and workplace cyberbullying.

Research Methods

The researchers in this article primarily use the survey research methodology. The tools and scales used in the article were developed by Farley et al. (2016), Beugre and Baron (2001), Banks et al.

(1980), Mowday et al. (1979), and Warr, Cook, and Wall (1979) indicating that the archival research method was also used. This multi-method research focuses on women working in various organizations across Saudi Arabia. Data was collected through a survey that the female employees filled out themselves.

Data Analysis

The data gathered for this research focused on Reliability and Convergent Validity, Discriminant Validity, Measurement Model Fit Indices, Structural Model Fit Indices, direct effects between workplace cyberbullying-associated hypotheses, and indirect effects of workplace cyberbullying. Data analysis of the Reliability and Convergent Validity and Discriminant Validity established correlations with data presented in previously administered surveys used in other research projects. This correlation established the validity of applying the same variables (organizational commitment, psychological stress, etc.) to this study. Data analysis of Measurement Model Fit Indices and Structural Model Fit Indices demonstrates that the research model used in the article aligns with previous research that used the same fit indices. Finally, researchers analyzed the data on the direct effects between workplace cyberbullying-associated hypotheses and the indirect effects of workplace cyberbullying hypothesis to provide conclusions.

Related Class Concepts

This article strongly relates to our class concepts of cyberbullying and behavioral theories, social factors, Human Systems Integration, and how cybersecurity is multi-disciplinary. Cyberbullying and behavioral theories suggest that cyberbullying is a learned behavior. Alfarran et al. (2018) declares that discrimination in Saudi Arabia is an epidemic often accepted by women themselves. This study highlights systemic discrimination learned by families, schools, and peers. Social factors like workplace culture and gender dynamics are significantly impacted by cyberbullying. The social factors of women in this article are hurt by cyberbullying. Human Systems Integrations highlight the effects of optimized human performance on total system performance. Cyberbullying negatively impacted organizational commitment, leading to overall system degradation. Finally, cybersecurity is a multi-disciplinary field,

combining technical knowledge with an understanding of human behavior. The research in the article demonstrates how psychology, sociology, organizational behavior, criminology, gender studies, and human resource management all come together to study the cybersecurity sub-category of cyberbullying.

Marginalized Groups

This article focuses on the prevalence of cyberbullying targeting the minority group women. Females, especially in Saudi Arabia, are disproportionately affected by cyberbullying, reflecting the broader societal systemic gender discrimination in the country. Cyberbullying negatively impacts women's organizational commitment, creates psychological stress, and erodes job satisfaction, further causing disadvantages in the marginalized group.

Societal Contributions

This study helps society by raising awareness of how common cyberbullying is and its effects on women. Additionally, all organizations benefit by understanding the detrimental impact of workplace cyberbullying on organizational commitment, psychological well-being, and job satisfaction. Ultimately, this study contributes to cultural scholarship and gender issues. In this study, cybersecurity catalyzes global change that focuses on equity and safety in marginalized groups.

Conclusion

This article illustrates the significant impact of cyberbullying on female employees' psychological well-being, organizational commitment, and job satisfaction. This research demonstrates the importance of a multi-disciplinary approach to cybersecurity. Organizations require a social science lens to develop cybersecurity protocols that protect marginalized groups and enhance overall system performance. This article was sourced from the *International Journal of Criminology*, 17(1),

<https://cybercrimejournal.com/menuscript/index.php/cybercrimejournal/article/view/161>

References

- Al Doghan, M. A., & Arshad, S. (2023). Cyberbullying and Psychological Stress among Female Employees. *International Journal of Cyber Criminology*, 17(1), 166-184.
<https://cybercrimejournal.com/menuscript/index.php/cybercrimejournal/article/view/161>
- Alfarran, A., Pyke, J., & Stanton, P. (2018). Institutional barriers to women's employment in Saudi Arabia. Equality, Diversity and Inclusion: *An International Journal*, 37(7), 713–727.
<https://doi.org/10.1108/EDI-08-2017-0159>
- Banks, M. H., Clegg, C. W., Jackson, P. R., Kemp, N. J., Stafford, E. M., & Wall, T. D. (1980). The use of the General Health Questionnaire as an indicator of mental health in occupational studies. *Journal of Occupational Psychology*, 53(3), 187-194. <https://doi.org/10.1111/j.2044-8325.1980.tb00024.x>
- Beugre, C. D., & Baron, R. A. (2001). Perceptions of Systemic Justice: The Effects of Distributive, Procedural, and Interactional Justice. *Journal of Applied Social Psychology*, 31(2), 324-339. <https://doi.org/10.1111/j.1559-1816.2001.tb00199.x>
- Farley, S., Coyne, I., Axtell, C., & Sprigg, C. (2016). Design, development and validation of a workplace cyberbullying measure, the WCM. *Work & Stress*, 30(4), 293-317.
<https://doi.org/10.1080/02678373.2016.1255998>
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14(2), 224-247.
[https://doi.org/10.1016/0001-8791\(79\)90072-1](https://doi.org/10.1016/0001-8791(79)90072-1)

Warr, P., Cook, J., & Wall, T. (1979). Scales for the measurement of some work attitudes and aspects of psychological well-being. *Journal of Occupational Psychology*, 52(2), 129-148.

<https://doi.org/10.1111/j.2044-8325.1979.tb00448.x>