

## **Cyberbullying and Psychological Stress among Female Employees**

A'shya Reynolds

Old Dominion University

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Professor Edwin L. Armistead

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The Internet and Information Technology as a whole can be compared to a tree with many branches that can extend in many directions. The roots of information technology can grow wide and stretch deep; whereas the internet is continuous and ongoing.. There is so much that can be learned and obtained from using IT. However, there are a lot of challenges and barriers that need to be defined to keep the communication use of the IT world safe and valuable.

The article "*Cyberbullying and Psychological Stress among Female Employees*" explores the connection between cyberbullying and psychological stress experienced by female employees. Although the article does not specifically say what work environment is part of the assessment, it does pinpoint that most of the females observed are in organizations in Saudi Arabia. According to research, Saudi Arabia is a known region where females are second-class citizens in comparison to men. Therefore, this topic is highly relevant to the principles of the social sciences as it examines the impact of negative social interactions (i.e. cyberbullying) as it relates to an individuals' mental well-being to understand how workplace dynamics (i.e. gender roles, stress, and bias) can affect an employees' mental health and everyday life.

### **Social Science Principles**

The study of cyberbullying and psychological stress among female employees aligns with several principles of the social sciences. It addresses social behavior, power dynamics, gender roles, and mental health within a workplace context. By examining these phenomena through a scientific lens, it contributes to our understanding of human behavior and its impact on individuals and society. For example, it is no secret that a majority of the IT world is dominated by the male gender and when it comes to ethnicity and race, it is primarily of Caucasian, Asian,

and Middle Eastern descent. Within the last 10-20 years, females of many ethnic backgrounds have decided to venture into IT. However, on the downside, there is a salary gap between male and females in IT (Haan, 2023), and in some workplaces, women are not given the opportunity to excel to the next level as quickly as their male counterparts due to personal responsibilities like family obligations. According to Haan (2003), in 2022 women earned 17% less than men in the same career field.

### **Research Questions/Hypotheses**

The article aims to answer research questions such as: What is the prevalence of cyberbullying among female employees in Saudi Arabia? How does cyberbullying affect their psychological well-being? Are there any specific factors that exacerbate or mitigate the impact of cyberbullying on psychological stress?

### **Research Methods**

The study likely employed quantitative research methods to gather data from a sample of female employees. Surveys or questionnaires may have been used to collect information on participants' experiences of cyberbullying and their levels of psychological stress. The researchers may have also conducted interviews or focus groups to gain deeper insights into participants' experiences.

### **Types Of Data And Analysis**

The study likely collected both primary and secondary data. Primary data would include responses from surveys or interviews, while secondary data may involve existing literature on cyberbullying and psychological stress. The collected data would have been analyzed using

statistical techniques such as regression analysis or correlation analysis to examine the relationship between cyberbullying and psychological stress. Samples of this can be in the form of emails, the “tone and content” of emails for Microsoft Teams messages, or even the constant submission of virtual chats and messages during and after the work day has ended can be signs and collected data of cyberbullying and stress in the workplace.

### **Concepts Discussed in Class**

The concepts discussed in class that relate to this article include socialization, power dynamics, workplace culture, mental health, and gender inequality. These concepts help understand how cyberbullying can be influenced by social factors within a workplace setting and how it can impact individuals' mental well-being.

### **Challenges, Concerns, and Contributions of Marginalized Groups**

The topic of cyberbullying and psychological stress among female employees is particularly relevant to marginalized groups. Women, especially those from marginalized backgrounds, may face higher levels of cyberbullying due to gender-based discrimination or biases. This study can shed light on the unique challenges faced by marginalized groups and contribute to efforts aimed at creating inclusive and supportive work environments. Creating diversity in the workplace is a good step in moving forward with change and inclusion.

## **Overall Contributions to Society**

The overall contributions of this study to society are significant. Firstly, it enhances our understanding of the negative consequences of cyberbullying on individuals' mental health, specifically among female employees. Cyberbullying is not the same as freedom of speech because it is hurtful and dangerous. Having policies to discipline cyberbullying is important and shows employees that negative behavior will not be allowed. Also, implementing sensitivity training and giving employees surveys can help with collecting information from the employee's viewpoint. This kind of information can help with the development of policies and interventions to prevent and address cyberbullying in the workplace.

By highlighting the experiences of marginalized groups, this research can contribute to promoting equality and inclusivity in work settings. By shedding light on the relationship between cyberbullying and psychological stress among female employees, it provides valuable insights for organizations, policymakers, and researchers. Organizations can use these findings to develop strategies for preventing and addressing cyberbullying in the workplace, ultimately promoting a healthier and more inclusive work environment. Policymakers can consider implementing regulations or guidelines that protect employees from cyberbullying and provide resources for support. Researchers can build upon this study's findings to further explore the complexities of cyberbullying and its impact on various populations.

## References

Al Doghan, M. A., & Arshad, S. (n.d.). Cyberbullying and Psychological Stress among Female Employees. *International Journal of Cyber Criminology*.

Haan, K. (2023, July 20). *Gender pay gap statistics in 2023*. Forbes.

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