

Article Review: Cyberbullying and Psychological Stress among Female Employees (Mohammed A. Al Doghan, Saman Arshad)

CYSE 201

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The article “Cyberbullying and Psychological Stress among Females Employees” is written to educate readers on the negative psychological effects of cyberbullying that female workers experience. The article relates to several principles of social sciences, including relativism, objectivity, and parsimony.

Beginning with relativism, the concept goes hand in hand with the majority of the research in the article. The article goes into the theory that cyberbullying in the workplace can lead to prolonged psychological stress, which can further lead to a decline of effectiveness in the workplace. The article states “Prolonged exposure to psychological stress at the workplace, resulting from any of the aforementioned factors, can have significant ramifications for employees, including burnout, anxiety, depression, emotional and physical fatigue, and. A decline in mental well-being (Carolan, Harris and Cavanagh, 2017)”. This excerpt from the article is a prime example of how the principle of relativism states that all things are related. Cyberbullying in the workplace leads to prolonging psychological stress, prolonged psychological stress leads to consequences such as burnout and fatigue, burnout, and fatigue lead to a decrease of production in the workplace.

Moving on to objectivity, the principle of objectivity states that scientists should study to advance knowledge and not to promote an opinion or point of view. This is prevalent in the article based off the methods the author used to research information for the purposes of the article (which will be discussed later). It is important to note that the author only uses information gained through research and does not take personal experiences into account.

Finally, the principle of parsimony states that scientists should keep their explanations as simple as possible. While the article may not explain the answers to the hypothesis in the simplest manners, it can still be summed up in simple ways. To put in the simplest terms

“cyberbullying can stress female employees out and cause them to not perform at their highest possible level.”. While there are some research topics that are almost impossible to explain in simple terms the concept of this article can be easily stated.

The author puts forward a hypothesis at the beginning of the article simply stating, “Workplace cyberbullying negatively influences the organizational commitment of female employees.”. The author then uses research and data analysis to prove said hypothesis right. The article states that “Data collection was conducted using a self-administered survey method.”. The researchers sent surveys to various female employees in diverse organizations in within Saudi Arabia with questions related to if or if not, they have experienced cyberbullying and if so, what kind and how it affected them. Some examples of questions included in the article include “Have you received rude demands from a colleague?”, “Have you had negative rumors spread about you by coworkers?”, “Do you feel like you are constantly under strain” etc. This information was then analyzed using a software called Statistical Package for the Social Sciences (SPSS). According to the article, the hypothesis was tested using structural equation modeling (SEM) through using a Smart PLS system. The data in the SEM was analyzed using a two-step approach and examined to verify the hypothesis.

Overall, the article relates to the challenges women face in today’s society by marketing the research towards them. The author of the article puts an emphasis on the way that women are affected by cyberbullying in the workplace because of the lack of research specifically on the traits of women. This article supports the struggles of modern-day women by shedding light on a topic that doesn’t get a lot of attention. Not only does it benefit society by showing companies how to increase effectiveness in their employees, but it also sheds a light on an issue with women’s mental health and how small actions can severely affect women.