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## **Digital Harassment and Organizational Justice: The Hidden Toll of Cyberbullying on Female Employees in Saudi Arabia**

*This review examines research on workplace cyberbullying's psychological impacts on female employees in Saudi Arabia, highlighting its alignment with social principles, impact on marginalized groups, and contributions to promoting equity, mental well-being, and gender equality.*

### **Connection Between the Topic and Social Science Principles**

The social science principles that most align with this topic are relativism, empiricism, ethical neutrality, and skepticism. Relativism highlights the fact that workplace culture, gender norms, and societal stereotypes need to be considered when analyzing the results of the research. Empiricism is crucial because it stresses the importance of gathering data, for example, surveys, to build evidence-based insights for the discussion in their article. Another essential principle- ethical neutrality, is vital in research because it highlights the need to remain objective and avoid personal biases. Lastly, skepticism ensures a critical evaluation of cyberbullying, allowing for a deeper understanding of the issue and its implications.

### **Research Questions and Hypotheses**

This study discusses a desire to fill a gap in existing literature available on this topic. The study occurred in Saudi Arabia, where this research has not been done before. The researchers hypothesize that workplace cyberbullying has negative implications for personal factors, such as psychological stress, and job-related outcomes, including organizational commitment, perceived interactional justice, and job satisfaction.

## Research Methods Used

This study utilized quantitative research by surveying female employees across diverse organizations in Saudi Arabia. The survey was self-administered, and the researchers made sure that informed consent was received from all participants to maintain ethical standards. Due to the researchers being unable to obtain a complete list of all female employees, they went with convenience sampling, a type of non-random sampling. This method involved selecting female employee participants based on their availability and willingness to participate.

## Types of Data and Analysis

The study analyzed the quantitative data collected through surveys using advanced statistical methods.

## Data Analysis Software

SPSS (Statistical Package for the Social Sciences) was used to create tables showing demographic information and basic statistics. SmartPLS was used to test the study's hypotheses with structural equation modeling (SEM).

## Measurement Model Assessment

The researchers checked the quality of the survey tools by testing their reliability and validity. The results showed that the measurements were reliable and consistent.

## Structural Model Assessment

Using path analysis to understand direct effects and interactions, the researchers tested the relationships between different variables, like workplace cyberbullying and job satisfaction.

## Impact on Marginalized Groups: Challenges, Concerns, and Contributions

This study focused on female employees in Saudi Arabia, which is a marginalized group that often faces disproportionate levels of workplace harassment. According to Al Doghan and Arshad (2023), "Cyberbullying in the workplace has many negative consequences for the victims" (p. 2). These consequences include mental health issues, decreased commitment to the employer, decreased job satisfaction, low performance, and an increased turnover rate. This study contributes to efforts to address workplace discrimination by shedding light on workplace cyberbullying and empowering female employees who might be reluctant to report due to fear of retaliation. The research also highlighted the need for organizational policies that ensure a healthy working environment for women, which can help facilitate social climate change in the workplace. "Workplace cyberbullying poses a persistent stressor for female employees, necessitating organizational efforts to establish a secure and respectful atmosphere for female staff members" (Al Doghan & Arshad, 2023, p. 14)

## Overall Contributions of the Study to Society

This study contributes to academic knowledge and real-life solutions for addressing workplace cyberbullying. As mentioned by Al Doghan and Arshad (2023), "This study makes a substantial contribution to the existing body of literature, as there is a limited amount of research available on workplace cyberbullying specifically targeting female employees" (pg. 15), especially in Saudi Arabia. Regarding real-life implementation, it provides organizations with strategies to create safe and respectful workplaces for women through policies and monitoring systems. The research promotes gender equality and mental well-being in the workplace and encourages organizations to address harassment proactively. Doing so will only benefit the company by improving employee job satisfaction and lowering turnover.

## Conclusion

The principles of relativism, empiricism, ethical neutrality, and skepticism provide a strong foundation for analyzing the connection between cyberbullying and its psychological impact on female employees. These principles allow for meaningful research on the topic by considering workplace culture and societal norms, gathering evidence-based data, maintaining objectivity,

and critically evaluating assumptions. The study's focus on female employees and its approach highlights the importance of addressing workplace cyberbullying to promote equity, mental well-being, and respectful organizational environments.

## References

Al Doghan, M. A., & Arshad, S. (2023). Cyberbullying and Psychological Stress among Female Employees. *International Journal of Cyber Criminology*, 17(1), 166–184.

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