

Article Review #1: Cyberbullying and Psychological Stress among Female Employees.

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Introduction

Researchers Mohammed Al Doghan & Saman Arshad performed a study through the form of a survey on a small number of Saudi Arabian female employees. The topic of this study was to hypothesize the effects of cyberbullying on female employees. The study contributed to the small but significant number of papers that exist examining the intersection of women and technology. Not only that but the study shows determinism and relativism. Overall, the study relates closely to what we have learned in Module 3 by using the appropriate research methods and analysis methods.

Relation to The Social Security Principles

The study relates to social sciences because it is supposed to show the psychological effects of cyberbullying; as psychology is a discipline under social sciences, the study directly relates to it. Not only do the effects on female employees rely on the human brain, but so do the cyberbullies as cyberbullies are also humans.

When it comes to the principles, Al Doghan & Arshad do a good job at being relativism, determinism, and parsimony. They show a clear line of influence that cyberbullying (a technology system) has on the female employees' minds (a social system). Then, they showed how that negative effect the cyberbullying had also impacted their performance and organizational commitment this then connects the study to a third social system: business. They also do a good job showing determinism. The research shows how the cyberbullying caused female employees' wellbeing and performance to decrease clearly. Finally, they displayed good parsimony by clearly explaining each factor of their research, their methods, and their results.

Research Objectives & Hypothesis

The objectives of the research were to: investigate the role of workplace cyberbullying affecting organizational commitment, psychological stress, perceived interactional justice in female employees, and to determine mediating role of perceived interactional justice in relationship between workplace cyberbullying and job satisfaction among female employees (Al Doghan & Arshad, 2023, p.168). The study's hypothesis was "that workplace cyberbullying has a detrimental effect on the organizational commitment, psychological well-being, and perceived interactional justice of female employees. Furthermore, it is important to note that workplace cyberbullying has a negative impact on the job satisfaction of female employees" (Al Doghan & Arshad, 2023, p.166).

Research Methods

Al Doghan & Arshad used a survey given out to the female employees in order to gather data. They used "pre-existing measurement questionnaires that had been previously validated" (2023, p.173). The survey touched on topics such as cyberbullying, mental health, job satisfaction, and more. They also did research on previous studies through a literature review in order to define the terms: workplace cyberbullying, organizational commitment, psychological stress, and perceived interactional justice (2023, p.168-172).

Data & Analysis

The researchers would use employees' answers as data and analyze their answers. In order to analyze the survey results, researchers used the Statistical Package for the Social Sciences (SPSS) (Al Doghan & Arshad, 2023, p.176). Then, they tested their hypothesis using structural equation modeling (SEM) (Al Doghan & Arshad, 2023, p.176). Also, they evaluated the

reliability and validity of the survey itself by assessing the reliability and the convergent validity of the model (Al Doghan & Arshad, 2023, p.176). Finally, they evaluated their structural model's consistency by demonstrating that "all of the fit indices exceed the recommended acceptable thresholds" (Al Doghan & Arshad, 2023, p.177).

Relation to Module 3

This study relates to module three of CYSE 201S through multiple ways. Firstly, it uses research methods talked about in the module. It uses surveys with the questionnaire it issued to employees, and it used archival research with using previous research. Both of these together make their method of research multi-method another concept talked about in the module. This caused the study to have better insight into their problem. The study also corroborates the module's claim that student surveys are being replaced by public surveys, as it uses employees, not students. Lastly, researchers also agree with the module's claim of women being underrepresented in tech, by stating their work is one of few to target specifically female employees.

Contribution to Minorities & Society

Women are a minority when it comes to tech-related studies. This study aims to contribute to the lack of research on the topic of women and cybersecurity. Al Doghan & Arshad write: "This study makes a significant contribution to the existing body of literature, as there is a limited amount of research available on workplace cyberbullying specifically targeting female employees" (2023, p.180). Not only that, but the study draws its samples from Saudi Arabia, an area known to have little information on the study topic (Al Doghan & Arshad, 2023, p.180). So, not only is the study providing more research for a minority gender in the tech world, but also an

ethnic minority. The study overall provides another steppingstone for more interdisciplinary works between technology and the social sciences, as they are a rare but growing field.

Conclusion

Through this research, we are able to gain a new perspective on cyberbullying and how it affects the human brain. Not only that, but we also get another point of view by researching marginalized groups in the cyberspace, women. By using the survey research method, researchers were able to give context to the problem and open a door for further research. Finally, researchers did a good job connecting multiple social science principles to their work, making it better suited to study social science phenomena.

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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