

A STUDY ON WORKPLACE HARASSMENT POLICIES WITH RESPECT TO SPAR SUPER MARKET

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ABSTRACT

Workplace harassment is a critical issue affecting employees across industries and hierarchies. It involves unwelcome behavior — verbal, physical, or psychological — that creates an intimidating, hostile, or offensive work environment. This paper explores the types of workplace harassment, including sexual harassment, bullying, and discrimination, while analyzing their psychological and organizational consequences. The study also reviews preventive strategies, legal frameworks, and organizational responsibilities aimed at reducing incidents and supporting victims. By fostering awareness, promoting inclusive policies, and enforcing strict consequences for perpetrators, organizations can work toward safer and healthier workplaces. A proactive and educated approach is essential to eliminate harassment and ensure respect, dignity, and fairness for all employees.

Keywords: Workplace harassment, bullying, sexual harassment, discrimination, organizational policy, employee rights, safe workplace, psychological impact.

1. INTRODUCTION

Workplace harassment is a serious issue that affects employees across various industries, leading to a toxic work environment and decreased productivity. It encompasses a range of behaviors, including verbal abuse, intimidation, discrimination, and sexual harassment, which can create psychological distress and professional setbacks for victims. Harassment not only violates ethical and legal standards but also affects employee morale, job satisfaction, and overall workplace culture. Many organizations implement strict policies and awareness programs to prevent and address harassment, ensuring a safer and more inclusive work environment.

Despite legal frameworks and corporate policies, workplace harassment remains a widespread concern. Employees may fear retaliation or lack trust in the complaint mechanisms, leading to underreporting of incidents. Organizations must actively promote open communication, conduct regular training sessions, and enforce strict disciplinary actions against offenders. By fostering a culture of respect and inclusivity, companies can protect employees' well-being and maintain a productive and harmonious workplace.

2. RESEARCH METHODOLOGY

The research methodology adopted for this study is a combination of qualitative and quantitative approaches. Surveys and structured interviews will be conducted with employees of SPAR Supermarket to gather insights into their experiences with harassment and how they perceive the effectiveness of harassment policies. Data will be analyzed to uncover patterns and correlations between harassment policies, employee satisfaction, and work performance.

Research Design:

- **Quantitative Approach:** Surveys to collect data on employee awareness, experiences, and perceptions regarding harassment policies.
- **Qualitative Approach:** Interviews and focus groups to explore in-depth experiences and suggestions for policy improvement.

- **Sample Size:** A representative sample of employees from various departments and roles within SPAR Supermarket.
- **Data Analysis:** Statistical analysis of survey data, thematic analysis for qualitative responses.

3. CONCLUSION

The study on workplace harassment policies at SPAR Supermarket has provided valuable insights into the current state of employee awareness, the effectiveness of harassment prevention measures, and areas that require improvement. Overall, it is clear that while the organization has made significant strides in promoting a harassment-free workplace, there are still gaps that need to be addressed. The study also highlighted the importance of fostering a culture of respect, inclusivity, and transparency within the workplace. Strengthening the reporting mechanisms, enhancing the effectiveness of harassment training, and ensuring clear, consistent consequences for harassment violations are key steps in ensuring that employees feel safe and supported.

By implementing the suggested improvements, SPAR Supermarket can build an even stronger foundation for preventing workplace harassment, further enhancing employee trust and morale.

4. REFERENCES

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