ORIGINAL CONTRIBUTION

Impact of Workplace Violence, Bullying and Harassment on the Performance of Female Staff Nurses: A Case Study of Private Sector Hospitals of Hyderabad District, Sindh, Pakistan

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Abstract— This paper aims to analyse the impact of workplace violence, bullying, and harassment on the performance of female staff nurses. The main argument of this study is that these issues negatively affect the performance of nurses. The hypothesis of this study is to investigate the impact of the elimination of workplace violence, bullying, and harassment to increase the job performance of nurses. It also explores the causes of growing insecurity and harassment in the workplace and suggests proposals to overcome these hurdles. The paper also suggests the measures that can be taken by hospital management to reduce the risk of bullying and harassment affecting the morale of nurses. It has been argued that the elimination of these problems can significantly contribute to the improvement of workplace culture.For this research, a descriptive cross-sectional study was conducted from the nurses of private sector hospitals located in the Hyderabad district. Convenience sampling techniques were used. The sample size consisted of 127 nurses out of 222 nurses which is 57% of the total population of nurses. Data were collected through a self-structured questionnaire to explore the impact of workplace violence, bullying, and harassment on the performance of female staff nurses.The findings of the study indicate that bullying and harassment have a detrimental effect on the performance of nurses. Additionally, a significant proportion of nurses reported being unable to report such incidents to the appropriate authorities.The significance of the study lies in the relationship between the nurses' (and their co-workers') experiences in the workplace, the difficulties they face, and the factors that contribute to their stress levels and morale fall. The study has highlighted the problems faced by professional nurses who are working in private hospitals and has drawn attention to formulating recommendations to cope with these issues. The results of this study would make it possible for the health department of Sindh to enhance employee work performance and how much organizational ethics can contribute.

Index Terms— Workplace violence, Bullying, Harassment, Job performance, Hospital management
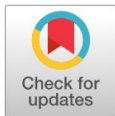
Introduction

Nurses play a crucial and indispensable role in the healthcare system, and their importance cannot be overstated. They are the backbone of healthcare, providing essential services and contributing significantly to patient care and well-being (Mulcahy, A. 2014).

Nursing is a profession that involves giving independent and team-based care to people of all ages, families, groups, and communities, whether or not they are ill. The promotion of health, the avoidance of disease, and the provision of care for the ill, suffering, and dying are

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all included in the field of nursing. In addition to managing patients and healthcare systems, other crucial nursing duties include creating a safe atmosphere and taking part in the creation of health policies. (International Council of Nursing, April 2021) . In the words of the World Health Organization (WHO) established in 1948, nursing is an art and science based on knowledge, skills, and attitudes, aimed at assisting the individual, family, and community in health and illness, to maintain health, to prevent illness, to alleviate physical, biological and physiological pain, to avoid complication and to fulfill self-reliance in meeting daily health needs (Audrey Berman, et al., 2008).

According to the detailed report of the World Healthcare Organization (WHO, 2010), it has been further explored that Pakistan's healthcare system has a fairly small nursing workforce in comparison to other nations. To address patient demands and compete with the top-tier competition, Pakistan is not concentrating on or developing adequate tactics. Nursing personnel must receive additional training and resources to improve patient care. Many nurses are emigrating from Pakistan to developed countries (WHO, 2010). Due to their dissatisfaction with the working conditions in Pakistan's public sector hospitals, many qualified and competent nurses left the country and moved to developed countries (WHO, 2010). Due to a lack of respect, low pay, and unsatisfactory working conditions, many Pakistani nurses are employed abroad (Hamid, Malik, Kamran, & Ramzan, 2013).

The backbone of Pakistan's healthcare system and a respectable profession is nursing. Numerous issues plague the nursing industry in Pakistan. To improve the working conditions of nurses, the Pakistani government periodically implements several initiatives. Numerous issues continue to plague nurses (Udofia, C. 2022). Nurses do not have the same status in society. They are seen as less valuable than other members of society. On occasion, they can have to cope with different hazards if they can't meet the expectations of the patients, their attendants, and co-workers. Among the most severe problems they deal with include workplace violence, bullying, and harassment (Yasmin, N., & Jabeen, S. 2017).

This study focused on the impact of workplace violence, bullying, and harassment on the performance of female staff nurses working in private sector hospitals in Hyderabad district.

Research Gap

The available literature on nursing indicates that no serious attempt has been made to study the key problems of nurses in the Hyderabad district. The other researchers pointed out the harassment, workload, and violence throughout Pakistan.

In this research, the researcher will investigate the problems faced by nurses at the workplace, like harassment, bullying, and workplace violence, and their effect on the performance of nurses, in private hospitals of Hyderabad district.

Thus, this research will genuinely contribute new ideas to the existing knowledge. This study would also formulate recommendations and suggestions for the elimination of problems including bullying, harassment, and violence in the workplace.

Literature Review

In response to societal demands and forces, nursing has undergone significant transformation. An examination of nursing's origins exposes the profession's ongoing battle for independence and professionalism. An increasing body of relevant literature has been created in recent decades as a result of revived interest in nursing history.

Sexual harassment of female nurses occurs frequently. Sexual harassment of female nurses occurs from patients, relatives, doctors, nurses, and coworkers. The mental, physical, emotional, social, and psychological health of female nurses is being impacted by harassment. It is advised that lawmakers create standards for business conduct, legality, and counseling services. Nursing associations will develop workplace safety policies. To implement a prevention strategy, nursing practice, and nursing curriculum require a safe and secure working environment (Kahsay, W. G. et al., 2020).

The concept of bullying at work refers to persistent exposure to negative and aggressive behaviors that are mostly psychological (Einarsen, 1996; Leymann, 1996). It illustrates situations in which regular hostility against one or more coworkers or subordinates causes the recipient(s) to feel victimized and stigmatized (Vartia-Väänänen, M. 2003).

Working women have to confront many challenges such as harassment, abuse, violence, and sexual exploitation. They must work double shifts, have fewer weekends, and be paid less. They deal with workplace safety. Further, they also face problems during the journey from home to the workplace these problems also make it difficult for women to fulfill their duties at work (Pickup, F. et al., 2001).

A study conducted in Pakistan's medical field found that although it is widely known that bullying causes deviant behavior in the workplace, it is still unknown how and when it does so. The results of the study suggest that nurses' engagement in nonconformist work practices may be caused by factors such as job instability and bullying at work. Moreover, this spillover effect continued with respect to the low resilience displayed by nurses and how supportive they thought their supervisors were. It seems that unusual working methods and workplace bullying are more closely related than is generally thought. (Sarwar, A. et al., 2020).

It is not unusual for Pakistan to experience both a domestic nursing shortage and a nurse exodus to foreign markets. To get better employment possibilities, these migrant nurses go to Gulf countries (Khowaja K. 2009).

In addition, Pakistan has been identified as one of the 57 nations experiencing human resources for health (HRH) crisis because its HRH levels fall below the benchmark set by the World Health Organization (WHO) for providing the crucial health interventions required to achieve the Millennium Development Goals (MDGs) by 2015. The lack of nurses in Pakistan is made worse by an uneven distribution among the provinces. In Sindh, where there may not be enough nurses and midwives, this shortage is particularly severe. Khyber Pakhtunkhwa, on the other hand, has the most nursing personnel (Khowaja K. 2009).

Pakistan does not produce the necessary number of nurses to satisfy the demands of the expanding population. However, there are other factors contributing to the nurse shortage in Pakistan. There has been a considerable brain drain on the Gulf nations. The indirect causes of the nursing shortage in Pakistan are social unrest in the majority of the war-affected regions of the nation, the low status of nurses in society, the lack of high-quality nursing education institutions, the feminist perception that nurses are only women, the lack of career advancement in the nursing profession, the lack of ongoing nursing education, the portrayal of nurses in the media who act unethically, the poor implementation of sexual harassment laws, the lack of adequate funding for nursing, and the lack of nursing staff (Hafeez A.et al., 2010).

Pakistani women have to earn money by working as housekeepers and night shifts. In the past, women were only interested in education and medicine. However, today's women are not limited to these two fields. They work in law, sports, science, and technology. Women have to perform a variety of tasks. As a result, women's stress and workload increase. They face a variety of challenges at work, including a lack of cultural norms and transportation practices (Tunio, S. et al., 2020).

When people are happy in their jobs, they perform exceptionally well; nevertheless, nurses are not happy in their jobs because of numerous issues such as bullying, harassment, and violence. (Bahamoon. C. et al., 2006).

Nurses search their jobs in developed countries for better salaries and a future, which creates a shortage of nursing in developing countries i.e. in Pakistan. (Harvard University Press; 2004) Nurses are not given due respect in male-dominated Pakistani society, therefore they leave Pakistan for good career opportunities. This creates a shortage of nurses in Pakistan (Khurshed Khowaja, 2009).

Torture, bullying, harassment, insults, and humiliation have become commonplace in Pakistani society for women. The fact that there isn't widespread outcry over the suffering of women shows that these concerns aren't taken seriously by the general public. Unfortunately, harassment and abuse of women have seen as personal matters (Mahesar, S. A. 2021, June 22, Daily Times).

Somani, R., Karmaliani, R., et al., 2015. They discovered in their study that workplace violence against nurses is a widespread issue, with professional nurses being at a higher risk. In-patient units and emergency departments of two private and two government hospitals in Karachi, Pakistan, were the focus of this study to determine the prevalence and features of bullying/mobbing behavior experienced by nurses. The research revealed that 33.8% of nurses reported having experienced bullying or mobbing. The poll also revealed that young female nurses (19 to 29 years old) with less than five years of work experience had the highest incidence of bullying and mobbing.

Qureshi, M.B., et al., 2012. "Coping with Sexual Harassment: The poll also revealed that young female nurses (19 to 29 years old) with less than five years of work experience had the highest incidence of bullying and mobbing. They also reveal that male patients and their relatives in the wards and the areas around the hospitals were the most frequent offenders of all forms of harassment, followed by younger doctors. As a result, there is a culture of tolerance for such harassment and little knowledge of appropriate responses.

Nurses make up 90% of the workforce in the nursing profession, they are more likely than other groups to experience harassment and other forms of workplace violence. Hospital nurses today face a number of difficulties, including sexual harassment. This can be a result of the healthcare system's hierarchical power structure. It might be because people of different sexes spend a lot of time working in small teams. Whatever the reason, in Sindh, Pakistan, the healthcare system is viewed as a necessary and enabling environment for sexual harassment. (Qureshi, M. B., et al, 2012).

Fried and Fottler, 2010. Estimate that workers with depression, anxiety, job uncertainty, unsupportive management, and little opportunities for advancement are more likely to experience stress at work. In this claim, work-related stress could be determined both by the external factors around the employee's workplace and the feelings of the employees at the workplace (Qattan, A. 2017).

Johnston et al., 2010. In the last decade, research conducted in many different cultures has shown that bullying is a widespread and serious problem. Bullying generally refers to actions taken against an individual with the intention of socially stigmatizing and humiliating them. Additionally, it seeks to undermine the victim's moral fiber and level of professionalism.

The significant factors for workplace violence are disrespect for the nursing profession, Pakistani nurses are considered an oppressed group and the media portrayed a negative image of nurses in society as obedient servants of Doctors (Lee. B, Saeed. I; 2001).

Bullying in the workplace is a serious issue that impacts every organization. Bullying at work can take many different forms, and its victims might suffer from it in different ways (Robert, F. 2018). Nurses' intentions to leave their jobs are impacted by personal bullying both directly and indirectly through job stress. Plus, political knowledge lessens the negative effects of interpersonal bullying on workplace stress (Malik, O. F. et al., 2020).

In the private sphere, women provide more care and homework than men. Most nurses must provide care in hospitals and at clients' homes. They are frequently the targets of bullying and sexual harassment at hospitals. (Chang, C. F.)

Theoretical Framework for Research Study

A theory-based framework is considered essential for research. It provides a framework for describing aspects of the research and provides an overview of current research on nurses.

Liberal feminism

It is a fact that the theory of liberalism is associated with John Locke, David, and John Mill. The main argument here is a common belief shared by most of the sociologists who argue that enlightened self-interest guides human beings.

Women are a depressed section of society. (Friedan, 1998) emphasized freedom and autonomy which can be achieved by empowering women to work in different geographical locations. They can be further facilitated by providing equal work opportunities. Friedan (1998) believes that society should take measures for the reduction of gender disparities. To minimize gender inequalities, liberal feminists suggested a series of steps to be taken by society. Some of them are trying to use different ways to bring lasting change and develop equal economic opportunities, sharing duties basis of equality. Another step is to promote education and Media. The efforts not only create awareness among people it will give an equitable and just environment in which women can be able to break all forms of gender discrimination. Nevertheless, liberal feminist's elimination of gender discrimination can help in bringing change in the lives of people (Ritzer, 2001). They believe that individual women cannot make any change.

Liberal Feminism Theory focuses on women's empowerment and autonomy. This theory suggested that women should be empowered in the workplace in every field and this theory also suggested equal opportunities for women at the workplace and reduce gender discrimination at work. Our study is on nurses (women) and their issues in the workplace. In this way, our study is linked to Liberal Feminism Theory.

Rationale

Without the involvement of nurses, our nation's health sector cannot completely develop and succeed in its healthcare program. Therefore, in order to guarantee nurses' participation, it is necessary to address the issues they face.

The primary goal of this study is to analyze the issues that female nurses encounter at work in relation to workplace violence, bullying, and harassment. The literature that is now available on nursing suggests that no significant effort has been made to investigate the main issue that needs to be resolved about nurses in the Hyderabad area. The challenges faced by female nurses working in Hyderabad district's private hospitals have not been the subject of prior research on female nurses. As a result, the current study closed the gaps in knowledge left by earlier research. This research adds fresh information and insights to our understanding of the challenges experienced by female nurses in the workplace. The investigation has also looked into how these issues affect nurses' performance. As a result, this research will actually add fresh concepts to The body of knowledge.

The study's conclusions would also contain suggestions and methods for dealing with issues like bullying, harassment, and violence in the workplace. The recommendations made by the study may aid private hospitals in creating work-friendly settings.

Research Methodology

Method

A quantitative method was used; the study was conducted at private-sector hospitals in the Hyderabad district. This study consisted of female staff nurses working in private-sector hospitals in the Hyderabad district. The total number of nurses in public sector hospitals is 222.

Sampling

There were eight private hospitals in Hyderabad district. In order to narrow down the sampling field the convenience sampling method was used. A sample of 127 respondents has been selected out of 222. As the area of study is only one district Hyderabad, therefore can be generalized to Hyderabad district.

The Area of Samples for this Study

Eight private hospitals located in Hyderabad District were included in this research.

Table I
List of private sector hospitals of Hyderabad district

S. No:	Name of Hospital	Number of Staff Nurses
1	Isra University Hospital, Hala road, Hyderabad	70
2	Wali Bhai Rajputana Hospital, Qasimabad, Hyderabad	50
3	Hilal-e-Ahmer General Hospital, Latifabad Unit No. 6 Hyderabad	22
4	Agha Khan Maternity & Child Care Centre, Qasimabad, Hyderabad	21
5	Maa Jee Hospital, Latifabad Unit No. 8 Hyderabad	15
6	Jeejal Maa Hospital Qasimabad, Hyderabad	14
7	St. Elizabeth Hospital Latifabad Unit. 7	15
8	Memon Charitable Hospital, Hyderabad	15
	Total	222

Data Collection

Structured questionnaire has been used as an important tool for data collection. The questionnaire consists of close-ended questions. Data collected in 2022.

Data Analysis

The questionnaire was designed to collect data from the female staff nurses. Participants of the study responded close-ended questions and returned the questionnaire to the researcher. The respondents were ensured that the data collected through the questionnaire would not be transferred to any third party without their prior permission. For this purpose, a consent letter was signed by the researcher and respondents. The designed questionnaire was administered at private sector hospitals of Hyderabad district. The data was analyzed with the use of Statistical Package for Social Sciences (SPSS) version 26. It enabled the researcher to complete the task of quantifying data collected through a questionnaire.

Results and Discussion

Table II
Descriptive characteristics for socio-demographics variable

	Variables	f	%
Age	20 -30	80	63
	31- 40	27	21
	41-50	20	15.74
Academic Qualification	Diploma	78	61.4
	BS Nursing	41	32.3
	MS Nursing	8	6.3
Job experience in years	1 – 5	20	15.74
	6 – 10	28	22
	11 – 15	38	30
	16 – 20	34	26.6
	21 and above	7	5.51

(N= 127)

Above table shows the frequencies of all socio-demographic variables of the participant n =127. In the data set three categories of age were found, f = 30 (63%) participants fall in the range of 20-30, f = 27 (21%) lie in the range of 31-40 and remaining f = 20 (15.74%) fall in the 41-50 years category. Three categories of qualification were as, f = 78 (61.40%) were Diploma, f = 41 (32.3%) were BS Nursing and remaining f = 8 (6.3%) were MS Nursing degree holders. f = 20 (15.74%) have 1-5 years of job experience, 28 (22%) participants have 6-10 years of job experience, 38 (30%) have 11-15 years job experience, 34 (26.6%) have 16- 20 years job experience and remaining 7 (3.5%) participants have 21 years and above job experience.

Table III
Do you agree that you feel secure at your workplace?

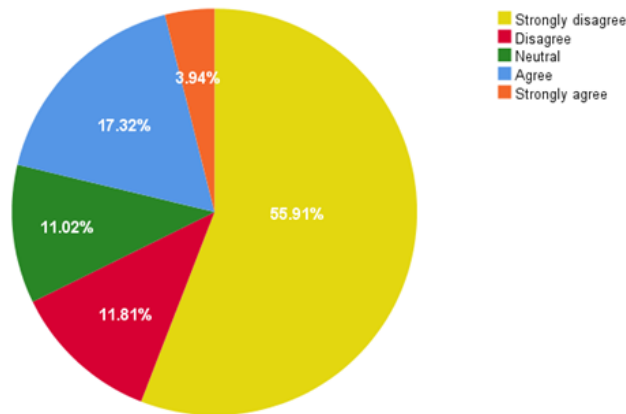|	Frequency	Percentage	C.F
Strongly disagree	71	55.9	71
Disagree	15	11.81	86
Neutral	14	11.02	100
Agree	22	17.32	122
Strongly agree	5	3.93	127
Total	127	100	

Fig. 1 *Do you agree that you feel secure at workplace?*

The question was asked if the participants felt secure at the workplace. The findings are according to the responses given by the participants, 55.9 percent strongly disagree and 11.81 disagree, 11 percent remained neutral, and 17.32 percent and 11.81 percent agree and strongly agree respectively. Ultimately it is identified that nurses feel quite insecure at their particular workplaces.

Table IV
Do you believe that you were bullied by male Doctors?

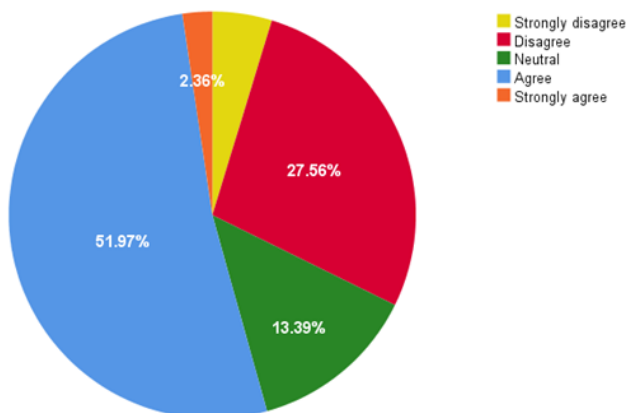|	Frequency	Percentage	C.F
Strongly disagree	6	4.72	6
Disagree	35	27.55	41
Neutral	17	13.38	58
Agree	66	51.96	124
Strongly agree	3	2.36	127
Total	127	100	

Fig. 2 *Do you believe that you were bullied by male Doctors?*

The interrogation asked respondents regarding bullying practices by medical officers at the workplace. The statistics of responses have identified that 52% agree, 02 percent strongly agree, 13% remain neutral, and the remaining 32% disagree.

Thus, it has been identified that more than 50% of private sector hospitals have practices of bullying by Medical Officers towards nurses. Similar figures are presented in the above table.

Table V
Do you believe that you were being harassed by male Doctors?

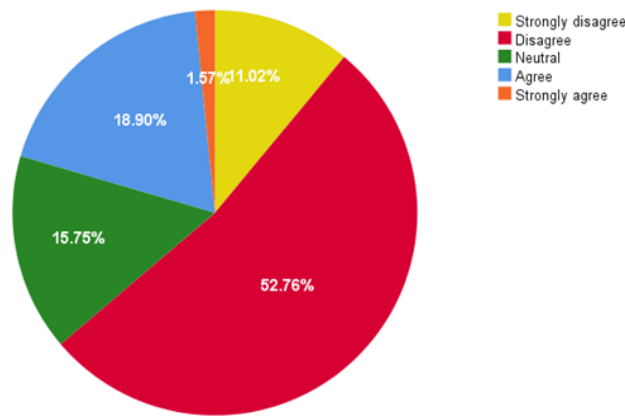|	Frequency	Percentage	C.F
Strongly disagree	14	11.02	14
Disagree	67	52.75	81
Neutral	20	15.74	101
Agree	24	18.89	125
Strongly agree	2	1.6	127
Total	127	100	

Fig. 3 *Do you believe that you were being harassed by male Doctors?*

The researcher asked questions from the nurse respondents who are employed in private hospitals in Hyderabad regarding harassment happenings by Medical Officers, the descriptive statistics of responses are that, almost 63% disagreed, 20% agreed side, and 15% remained neutral.

Consequently, it has been identified that overall there are fewer such activities in private sector hospitals but there should be more ethical leadership and organizational structure. Findings are disclosed in the above table.

Table VI
Do you agree that you were threatened by use of violence?

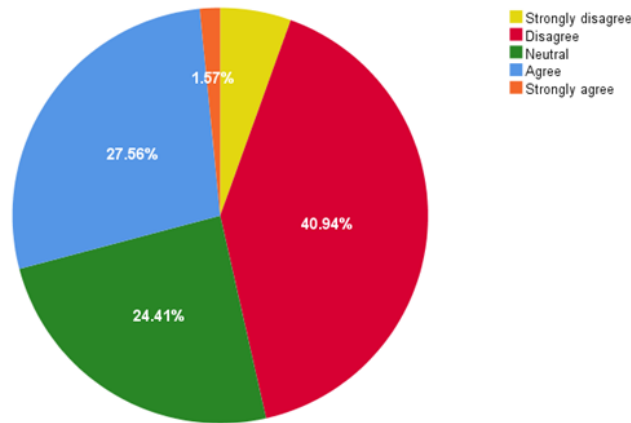|	Frequency	Percentage	C.F
Strongly disagree	7	5.18	7
Disagree	52	40.94	59
Neutral	31	24.4	90
Agree	35	27.55	125
Strongly agree	2	1.6	127
Total	127	100	

Fig. 4 *Do you agree that you were threatened by use of violence?*

From the perspective of the descriptive statistics mentioned in the above table regarding the question about being threatened by the use of violence in private sector hospitals located in the Hyderabad district.

It has been explored that overall 46 percent were disagreed, 24% were neutral, and the remaining 28% agreed.

Table VII
Are you agreed that harassment law is implemented at your workplace?

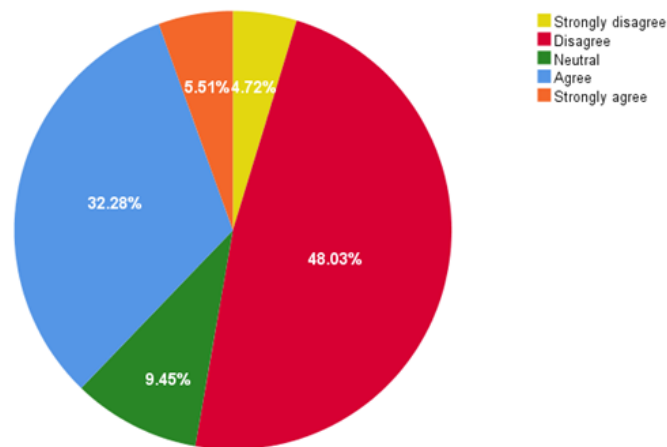|	Frequency	Percentage	C.F
Strongly disagree	6	4.72	6
Disagree	61	48.03	67
Neutral	12	9.4	79
Agree	41	32.28	120
Strongly agree	7	5.5	127
Total	127	100	

Fig. 5 *Are you agreed that harassment law is implemented at your workplace?*

Descriptive statistics mentioned in the above table regarding the question about enforcement of harassment law at your workplace has been asked by nurses working in private sector hospitals in the Hyderabad district.

It has been explored that overall 52% disagreed 9% were neutral and 37% agreed in private sector hospitals. Overall, there is a lack of proper implementation of declared harassment provisions at Hyderabad-based private hospitals.

Table VIII
Do you believe that the elimination of harassment, bullying and violence at workplace can increase job performance?

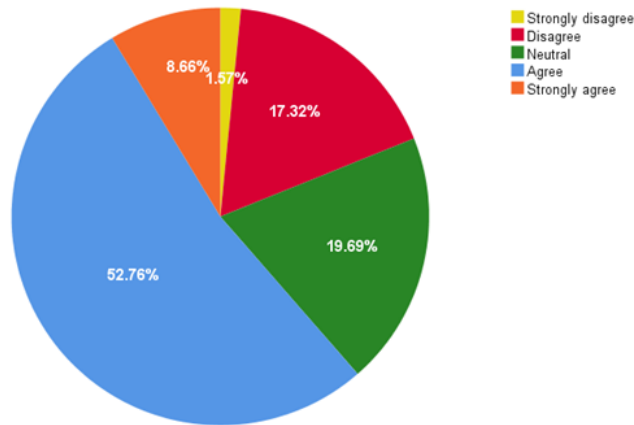|	Frequency	Percentage	C.F
Strongly disagree	2	1.57	2
Disagree	22	17.32	24
Neutral	25	19.68	49
Agree	67	52.75	116
Strongly agree	11	8.66	127
Total	127	100	

Fig. 6 *Do you believe that the elimination of harassment, bullying and violence at workplace can increase job performance?*

The researcher asked the nurse respondents which are employed in private hospitals at Hyderabad if they believed that elimination of harassment, workplace violence, and bullying could result in enhancement in job performance. The descriptive statistics of responses is as almost 52% agreed and 8% strongly agreed side, 19% were neutral, and the remaining 19% disagreed in private hospitals.

Consequently, it has been identified that overall majority believe and opinion that the removal of all workplace-oriented issues alike, bullying, violence, and harassment would result in enhancement in performance. Detailed statistics are presented in the above table.

Table IX
Do you believe that you were bullied by male colleagues?

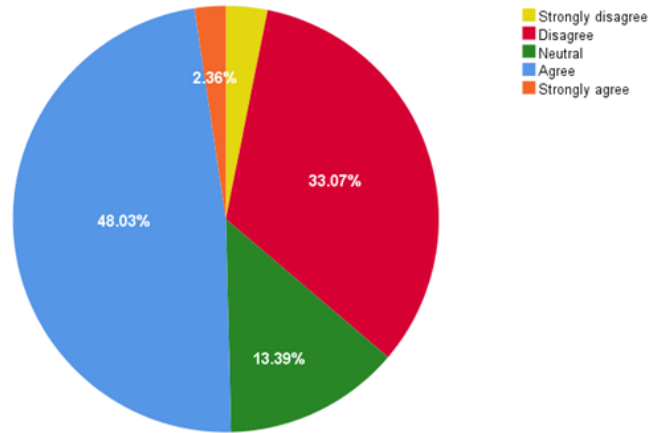|	Frequency	Percentage	C.F
Strongly disagree	4	3.41	4
Disagree	42	33.07	46
Neutral	17	13.4	63
Agree	61	48.03	124
Strongly agree	3	2.36	127
Total	127	100	

Fig. 7 *Do you believe that you were bullied by male colleagues?*

Interrogation was asked from respondents regarding bullying practices by male colleagues at the workplace. The statistics of responses have identified an overall 50% agreed, 13% remained neutral and the remaining 33% disagreed. Thus, it has been identified that more than 50% of private sector hospitals have practices of Bullying by Male colleagues towards nurses. Similar figures are presented above in the table.

Table X
Do you believe that you were being harassed by male colleagues?

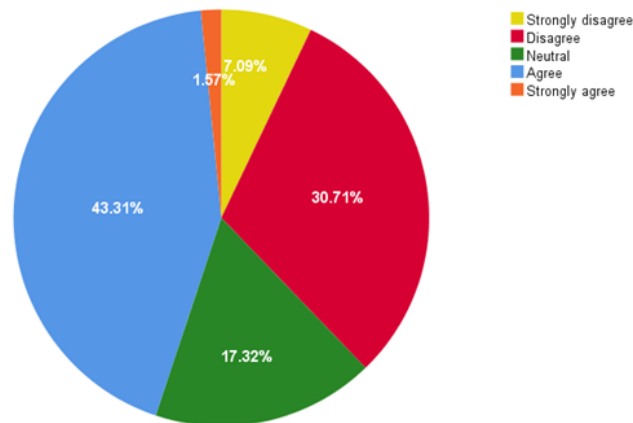|	Frequency	Percentage	C.F
Strongly disagree	9	7.06	9
Disagree	39	30.7	48
Neutral	22	17.3	70
Agree	55	43.3	125
Strongly agree	2	1.6	127
Total	127	100	

Fig. 8 *Do you believe that you were being harassed by male colleagues?*

The researcher asked questions from the nurses' respondents who are employed in private hospitals in Hyderabad regarding harassment happenings by Male colleagues, the descriptive statistics of responses are as, almost 44% agreed 37% disagreed and 17% remained neutral.

Consequently, it has been identified that more than 44% of nurses were being harassed by male colleagues. Findings are also disclosed in the above table.

Table XI
Do you believe that you are being bullied by patient attendants?

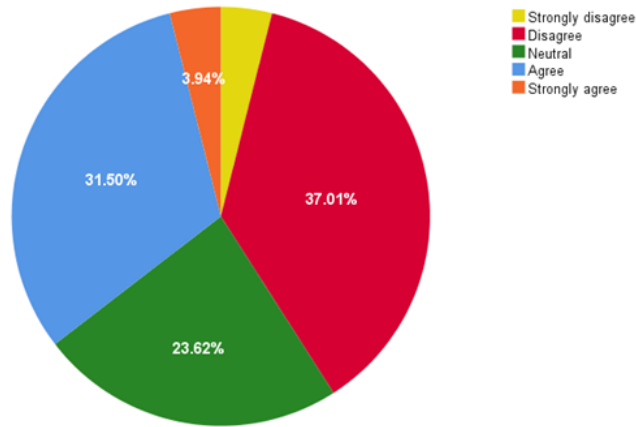|	Frequency	Percentage	C.F
Strongly disagree	5	3.93	5
Disagree	47	37	52
Neutral	30	23.62	82
Agree	40	31.5	122
Strongly agree	5	3.9	127
Total	127	100	

Fig. 9 *Do you believe that you are being bullied by patient attendants?*

An interrogation was asked from respondents regarding bullying practices by patient attendants at the workplace. The statistics of responses have identified that 35 percent were agreed, 40% disagreed and 23% remained neutral.

Thus it has been identified that more than 35% of respondents have practices of bullying by patient attendants. Similar figures are presented in the above table.

Table XII
Do you believe that you are being harassed by patient attendants?

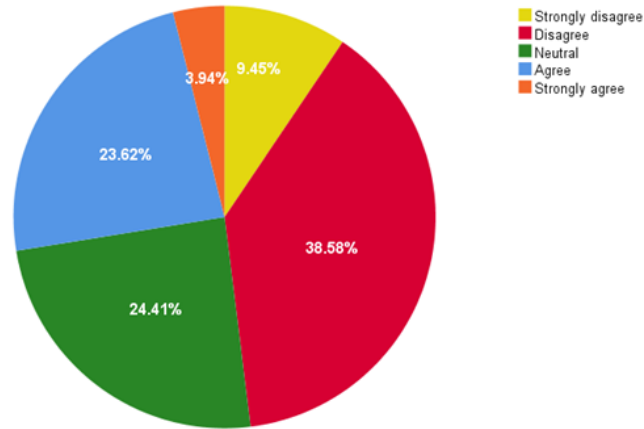|	Frequency	Percentage	C.F
Strongly disagree	12	9.4	12
Disagree	49	38.6	61
Neutral	31	24.4	92
Agree	30	23.6	122
Strongly agree	5	3.9	127
Total	127	100	

Fig. 10 *Do you believe that you are being harassed by patient attendants?*

The researcher asked question from the nurses' respondents who are employed in private hospitals in Hyderabad regarding harassment happenings by patient attendants, the descriptive statistics of responses are as, almost 48% disagreed, 27% agreed, and 24% remained neutral.

Consequently, it has been identified that overall there are fewer such activities in hospitals. Findings are also disclosed in the above table.

Hypothesis Testing

H0: There is no impact of elimination of workplace violence, bullying and harassment to increase job performance

HA: There is impact of elimination of workplace violence, bullying and harassment to increase job performance.

Table XIII
Do you believe that the elimination of harassment, bullying and violence at workplace can increase job performance?

	Frequency	Percentage
Strongly disagree	2	1.57
Disagree	22	17.32
Neutral	25	19.68
Agree	67	52.75
Strongly agree	11	8.66
Total	127	100

Chi- Square test

Calculated value of chi-square = 98.315   Degree of freedom 4 (df)

Tabulated Value 9.488 (constant)   Calculated *P* value and Sig is = 0.000

The Chi-squire test is applied to test the independence of two variables. The value of chi-squire (x^2) is 28.315, which is greater than its table value of 9.488 (constant) at 4 degrees of freedom, and the calculated P value is a 0.000 level of significance. Therefore, the null hypothesis is rejected. The research hypothesis which states that "There is the impact of the elimination of workplace violence, bullying and harassment to increase job performance." is accepted. It is found that the performance of female nurses is related to a good workplace environment.

Discussion

The purpose of the research study is to explore the impact of workplace violence, bullying, and harassment on the performance of female staff nurses working in private sector hospitals in the Hyderabad district. The main argument of this study is that these issues negatively affect the performance of nurses. The sample population consists of female nurses. Participants were selected through a convenience sampling technique from the private hospitals of Hyderabad district.

The finding revealed that nurses feel quite insecure at their particular workplace. There is a significant relationship between workplace violence, sociocultural issues, gender issues, and the work performance of nurses in private sector hospitals of Hyderabad district, Sindh, Pakistan. Job insecurity affects the performance of nurses, demotivates the nurses, and decreases job satisfaction at the workplace.

This study also indicates that bullying and harassment are the main issues that adversely affect the performance of nurses and increase the level of stress among the nurses working in private hospitals in the Hyderabad district. It has been found through this study that there is no proper implementation of harassment laws in private sector hospitals of the Hyderabad district. The main cause of the rise in harassment and bullying in the workplace at private hospitals in the Hyderabad district is the lack of enforcement of laws and regulations.

According to Pickup, F. et al. (2001), working women have to confront many challenges such as harassment, abuse, violence, and sexual exploitation. They must work double shifts, have fewer weekends, and be paid less. They deal with workplace safety. Further, they also face problems during the journey from home to the workplace these problems also make it difficult for women to fulfill their duties at work. According to Somani, R., Karmaliani, R., et al., (2015), workplace violence against nurses is a widespread issue, with professional nurses being at a higher risk. In-patient units and emergency departments of two private and two government hospitals in Karachi, Pakistan. The research revealed that 33.8% of nurses reported having experienced bullying or mobbing. The poll also revealed that young female nurses (19 to 29 years old) with less than five years of work experience had the highest incidence of bullying and mobbing. Lee. B, Saeed. I; (2001), found that significant factors for workplace violence are, disrespect of the nursing profession, Pakistani nurses are considered an oppressed group and the media has portrayed negative images of nurses in society as obedient servants of Doctors.

According to Qureshi, M.B., et al., (2012), young female nurses (19 to 29 years old) with less than five years of work experience had the highest incidence of bullying and mobbing. They also reveal that male patients and their relatives in the wards and the areas around the hospitals were the most frequent offenders of all forms of harassment, followed by younger doctors. As a result, there is a culture of tolerance for such harassment and little knowledge of appropriate responses. Nurses are more likely than other groups to experience harassment and other forms of workplace violence. Hospital nurses today face a number of difficulties, including sexual harassment. This can be a result of the healthcare system's hierarchical power structure.

According to Johnston et al., (2010), in the last decade, research conducted in many different cultures has shown that bullying is a widespread and serious problem. Bullying generally refers to actions taken against an individual with the intention of socially stigmatizing and humiliating them. Additionally, it seeks to undermine the victim's moral fiber and level of professionalism. Robert, F. (2018), Bullying in the workplace is a serious issue that impacts every organization. Bullying at work can take many different forms, and its victims might suffer from it in different ways. Malik, O. F. et al., (2020), found that nurses' intentions to leave their jobs are impacted by personal bullying both directly and indirectly through job stress. Additionally, the detrimental effects of interpersonal bullying on stress at work are mitigated by political awareness. According to, Mahesar, S. A. (2021), torture, bullying, harassment, insults, and humiliation have become commonplace in Pakistani society for women. The fact that there isn't widespread outcry over the suffering of women shows that these concerns aren't taken seriously by the general public. Unfortunately, harassment and abuse of women are seen as personal matters.

Kahsay, W. G. et al., (2020), Found that sexual harassment of female nurses occurs frequently from patients, relatives, doctors, nurses, and coworkers. The mental, physical, emotional, social, and psychological health of female nurses is being impacted by harassment. It is advised that lawmakers create standards for business conduct, legality, and counseling services. Nursing associations will develop workplace safety policies.

Key Findings

- This study indicates that, there is negative impact of workplace violence on the performance of nurses.
- This study also indicates that bullying and harassment are the key issues which decrease the performance of nurses and increase the level of stress among the nurses working in hospitals.
- Workplace issues and socio-cultural problems faced by nurses pose challenges for many people working in healthcare services.
- It has been found through this study that there no proper implementation of harassment laws in private sector hospitals.
- The study shows that there is positive co-relationship between attractive package and financial stability.
- There is a significant relationship between workplace violence, sociocultural issues, gender issues, and the work performance of nurses in private sector hospitals of Hyderabad district, Sindh, Pakistan.

Conclusion

This research study has reached at following conclusions;

The performance of female nurses is being negatively impacted by an increase in harassment and bullying. The primary cause of the rise in harassment and bullying in the workplace is the lack of enforcement of laws and regulations. Nurses working in the hospitals are

not empowered to take action against those who are involved in organizing and abetting these unprofessional activities. Lack of a check and balance, system, the level of tolerance for these evils in these hospitals is high.

Financial compulsions, job insecurity, and lack of family support weaken the nurses against the bad happenings with them in the hospitals. The lack of implementation of harassment laws provides opportunities to those who are involved in harassment and bullying against nurses. The study concludes that nurses experienced mistreatment from both patients and their attendants. However, it is noteworthy that a significant majority of instances of harassment were perpetrated by individuals who were colleagues or male doctors. According to the study, harassment and bullying negatively impact nurses' performance.

Recommendation

- Nurses are entitled to the provision of a safe and healthy working environment. Ensuring a safe and conducive working environment that promotes the comfort and satisfaction of nurses is a fundamental obligation of hospitals and healthcare facilities.
- It is imperative for policy makers to implement proactive measures aimed at safeguarding nurses from potential harm posed by colleagues, physicians, as well as patients and their family members.
- Health Department must train their employees. They ought to be educated on polite interaction. Additionally, the staff employees need to receive moral instruction and training about development of communication skills.
- Health Department need to ensure that the working atmosphere is more supportive for female nurses. It should encourage flexibility in the workplace and provide a forum for discussion of the issues encountered by female nurses.
- The issues of bullying and harassment needs to be tackled at the individual, organizational, and national levels so that nurses may not face incidents of bullying.
- Government should develop appropriate strategies to reduce such kind of problems, faced by female nurses at workplace.
- Hospital administration should formulate committees which should be involved in vigilance and supervise of workplace environment and keep eye on every movement of those persons who involved in workplace violence, bullying and harassment and eliminate those crimes from hospitals. As the performance of nurses can be increased.
- Working conditions must be improved as job performance and working performance of nurses can be enhanced.
- Hospitals must form the vigilance committees to observe the implementation of rules in hospitals.

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