

A CONCEPTUAL FRAMEWORK FOR TACKLING THE WORKPLACE BULLYING AND HARASSMENTS AFTER COVID 19 PANDEMIC

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Abstract

Although there is a growing body of evidence suggesting that economic crisis is a preeminent stressor that may worsen working conditions and there is a greater chance to engage in bullying and harassments while exposing individuals to negative acts at work, there is less literature in Sri Lankan context and it is necessary to develop a theoretical model which suits to Sri Lankan working environment with the use of existing literature. Thus, the purpose of this study was to develop a conceptual framework for tackling the workplace bullying and harassments in Public and Private sector organizations, after COVID-19 global pandemic. This Study analyzed published journal articles related to the workplace bullying and harassments in relation to crisis situations. Based on the analysis of existing research findings, our paper presents a framework on tackling the workplace bullying and harassments just after the health crisis. The model includes an independent variable (COVID-19 Pandemic), a mediating variable (organizational orientation to employee welfare) and a dependent variable (workplace bullying and harassments). The findings of this paper are unique and novel; as no any other framework has been developed on the selected theme in Sri Lankan context. As the next step of this study, the developed conceptual framework is opened for testing in any type of organization in Sri Lanka. Both public and private sector organizations can utilize this model to test their employees working environment to ensure a safe and harassments free working conditions to cope up with new normal condition after a health crisis situation.

Keywords: *COVID-19, Health Crisis, Workplace Bulling, Workplace Harassments*