

**The Role of Assertiveness in Exposure to Workplace Bullying among University
teachers**

Sawera Farooq

FA19-BPY-055

Session (2019-2023)

BS Psychology

A Thesis Submitted In Partial Fulfillment for the Requirements of the
Degree of BS Psychology

DEPARTMENT OF HUMANITIES

COMSATS UNIVERSITY ISLAMABAD, LAHORE CAMPUS, LAHORE.

2023

Research Completion Certificate

It is certified that the research work contained in this thesis entitled “**The Role of Assertiveness in Exposure to Workplace bullying among university teachers**” has been carried out and completed by **Ms. Sawera Farooq**, Student ID: **FA19-BPY-055**: Student of BS Psychology, session 2019– 2023. This study is an independent research work and carried out under given instructions and consideration.

Dated: _____

Dr. Muneeba Shakil

(Supervisor)

External Examiner

Dr. Musferah Mehfooz

Head of Department

Department of Humanities

Declaration

I, Miss Sawera Farooq, Student ID: FA19-BPY-055, student of BS in Psychology, session 2019-2023, hereby declare that the material printed in this thesis titled “**The Role of Assertiveness in Exposure to Workplace bullying among university teachers**” is original work and has not been printed, published, or submitted as research work, thesis, or publication in any form in any university or research institution in Pakistan or abroad.

Dated: _____

Signature: _____

Dedication

With the name of Allah Almighty who is the most gracious and the most Merciful.
Dedication of my work first of all goes to my respected Supervisor, my parents and dearest
siblings for their huge cooperation and support.

Acknowledgments

With the name of Allah Almighty who is the most merciful and beneficial whose bounties are unbounded, whose benevolence is everlasting, whose blessings are uncountable, whose being is eternal, whose mercy is unlimited, whose provisions are unending, and whose Love is our life, whose worship is our faith.

First of All for my research project completion I would like to say thanks to Allah SWT who blessed me with energy, capacity, knowledge and ability to complete this work nicely. Allah SWT enables me to complete my four year degree easily with his great help and support. Without the will of Allah it was impossible for me.

Next I would like to say bundle of thanks to my respected supervisor “Dr Muneeba Shakil” who helped me to complete this research project After Allah Almighty she is the one due to whom this all became possible. She has supported me endlessly to complete this work and guides me about my mistakes patiently to make this work best. She has helped me to choose such a best and perfect topic for this study. Above all, her kindness and guidance allowed me to persevere. I am extremely thankful that I had the opportunity to work with her. And Next, I would also like to thank my head of department “Dr Musfeerah Mehfooz” for allowing me to conduct this study.

Furthermore, I would like to say thanks to my family my Parents who support me emotionally and financially to conduct this study and then my siblings “Brothers” who support me in conducting research and guides me on my mistakes as well. I would also like to say thanks to my friends they also helped me in conducting this study.

At Last I would like to say thanks to my all teachers who makes me able to gather knowledge efficiently and accurately and make me able to do things in this research project and write up effectively. In short I would like to say thanks to each and every member who involved in helping me to conduct and write this study.

Sawera Farooq

Table of Contents

	Page No
1 Chapter 1: Introduction	1
Assertiveness.....	1
Tips of Assertiveness.....	2
Workplace Bullying.....	5
Types of Workplace Bullying.....	8
Assertiveness and Workplace Bullying (Assertiveness role in workplace bullying exposure)	9
Role of Demographic Variables (Gender difference and Job working hours)	10
Operational Definitions	13
2 Chapter 2: Literature Review	15
Social exchange theory.....	15
Social Cognitive Theory.....	16
Communication Accommodation Theory.....	17
Workplace Bullying.....	18
Assertiveness.....	20
Relationship between Assertiveness and Workplace bullying.....	22
Gender difference and Workplace Bullying.....	24
Seniority (Higher job experience) and assertiveness and Workplace bullying.....	27

Objectives.....	29
Hypothesis.....	29
3 Chapter3:Methodology	30
Research Design.....	30
Participant and Sampling Strategy.....	30
Measures.....	31
Demographic Questionnaire.....	32
The Rathus Assertiveness Scale.....	32
An Alternative Workplace bullying Scale.....	32
Procedure.....	33
Ethical Consideration.....	33
Statistical Analysis.....	33
4 Chapter 4: Results	
Table 1 Correlation between Workplace Bullying and Assertiveness.....	34 35
Table 2 Independent Sample T Test.....	36
Table 3 Mean, standard deviations and one way analysis.....	38
5 Chapter 5: Discussion	
Limitations and Suggestions.....	43
Implications.....	44
Conclusion.....	44
6 References	46
7 Appendices	51

List of tables

Table 1: 31
Demographic characteristics of participants (N=250)

Table 2:
Correlation between Workplace Bullying and Assertiveness 34

Table 3:
Comparison of Workplace Bullying and Assertiveness Scores between 35
Genders through Independent sample t-test in University Teachers.

Table 4:
*Mean, standard deviations and one way analysis in Workplace Bullying and
Assertiveness with respect to university teacher's years of work experience*
36

List of Appendices

Appendix A

Permission Letter for data collection

Appendix B

Consent Form

Appendix C

Demographic Information form

Appendix D

Rathus Assertiveness Scale

Appendix E

Workplace Bullying Scale

Appendix F

Plagiarism Report

Appendix G

Checklist

