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Introduction

In term 2 I was told to research a topic question about the workplace and show my findings. I chose bullying as the subject, as I had been bullied in the past when working in Jamaica on the police force and was forced to leave my position or tolerate the bullying. While undergoing my study I will be trying to find out if participants have been involved or witnessed bullying? And would people use a company if the staff was being underpaid alongside would the staff stay with the company if bullying issues were not resolved? The main question being Have workers witnessed bullying and would they use a company if the staff was underpaid?. I knew personally that bullying did exist in the workplace and people who get bullied do not usually speak making it seem acceptable to the bully.

Methods

I gathered these details on my journey to university travelling from Northolt to oval station. where I would ask my fellow commuters to answer several questions concerning bullying in the workplace that would help me answer have workers witnessed bullying and would they use a company if the staff was underpaid?

I designed a survey that contained five questions that would collect raw facts. The questions were Have you ever been bullied in the workplace verbally or physically?, Have you ever witnessed or been aware of bullying in the workplace?, Would you consider leaving your workplace if a situation surrounding bullying was not resolved?, Do you feel that you are being paid correctly for the work you do? And finally Would you use a company if you knew there staff was underpaid?

My aim was to get explicit knowledge so it was easy to understand and translate the data was collected by the surveys handed out on the underground which they returned back. The data I collected was qualitative as the answers were categorical rather than numbers. The data I received was selected with yes, no and no comment answers to keep the data limited, accurate and precise. The data I receive from the commuters of the London underground regarding my survey will then be added in to a chart to show the outcome of my research and raw facts of the answers.

I asked hundreds of people to participate and kindly received feedback from 50 participants. I did not know the participants and asked people who was seated on there own, so answers could not be discussed. When analysing the results I used the data from the charts I prepared from the raw facts and will put the details into a graph so it is easy to access the data that is available.

Results

As I have been bullied in the workplace I thought it would be a good topic for me to research. The main question I wanted to know was if bullying was still taking place in the work place and would staff use a company if there staff was underpaid or being bullied? The reason for this question is I was forced out of my position as a police enforcement officer and had no choice but to quit The five questions I will base my research around are as followed:

1. Have you ever been bullied in the workplace verbally or physically?
2. Have you ever witnessed or been aware of bullying in the workplace?
3. Would you consider leaving your workplace if a situation surrounding bullying was not resolved?
4. Do you feel that you are being paid correctly for the work you do?
5. Would you use a company if you knew there staff was underpaid?

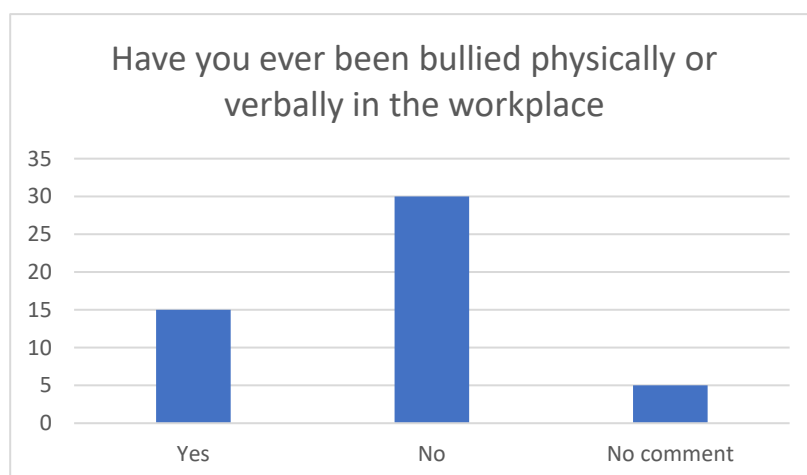
When asking these questions I will be using categorical variable to collect my answers. The questions contain answer that are of yes or no and no comment answers this making it easier to analyse the data for the reader

When handing out my survey I asked hundreds of fellow commuters to take part but not all wanted to participate in the study. However I did receive feedback from 50 people who took the time out of there day to help me with my research. My survey was based on my travel to and from university where I would travel from Northolt to oval, with the majority of participants that took part in London. The reason for this location was London is the capital of England and is the one of the most busiest places. People take train to work everyday so this was a perfect opportunity for me to select individuals who was not in groups. The reason for this being so the answers found do not get manipulated in any way.

The people that were selected to take part in the survey was based on a simple question I would ask. The question being whether they worked as if they was unemployed the survey would be irrelevant to them and myself when reviewing data. If they replied yes I would kindly ask if they could spare me five minutes of there time. Many fellow commuters gave me there time and shared there experiences with me. The individuals were travelling to work and was using the London Underground these were two common factors that I have recognised but did not record at the time. After gathering all of my research from my fellow commuters I then put the data into a chart. After the data is stored in a chart I will transfer the data into a graph and relate back to the main topic question, this is shown below underneath each question.

Q1) Have you ever been bullied in the workplace verbally or physically?

Yes	15
No	30
No comment	5

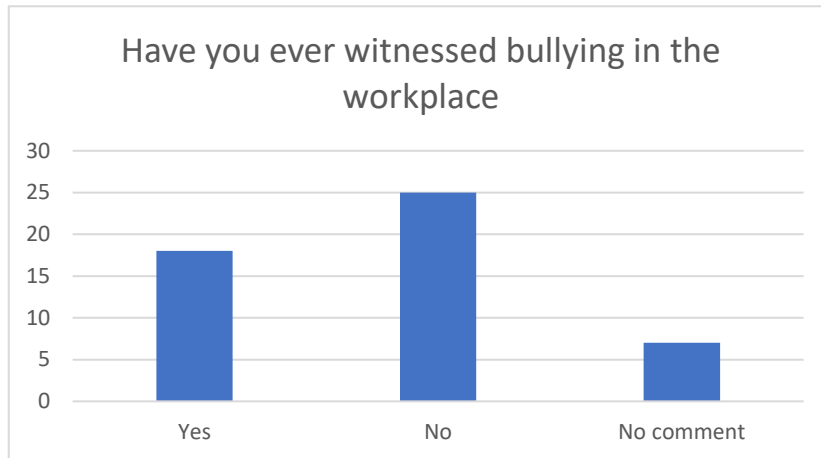


With 60% of the results stating that participants have not been bullied in the work place and 30% claim they have personally been bullied with 10% not commenting on the question this shows bullying is still happening in the work place.

Q2) Have you ever witnessed or been aware of bullying in the workplace?

Yes	18
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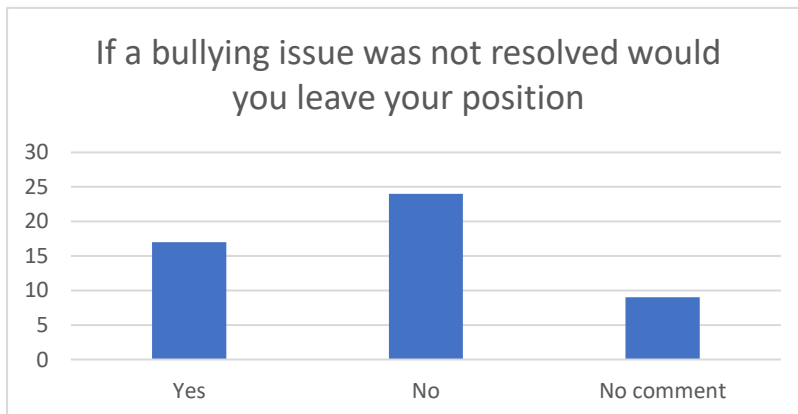
No	25
No comment	7



The results above show 36% of people have witnessed bullying in the work place showing that bullying is not being hidden and seems as if it is a concern.

Q3) Would you consider leaving your workplace if a situation surrounding bullying was not resolved?

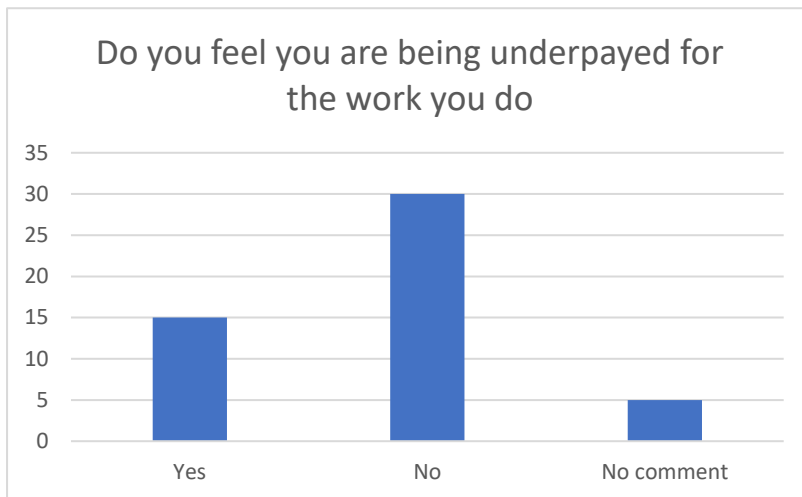
Yes	17
No	24
No comment	9



With 48% of people claiming they would not leave there job if a bullying issue was not resolved this states to me that people tolerate bullying.

Q4) Do you feel that you are being paid correctly for the work you do?

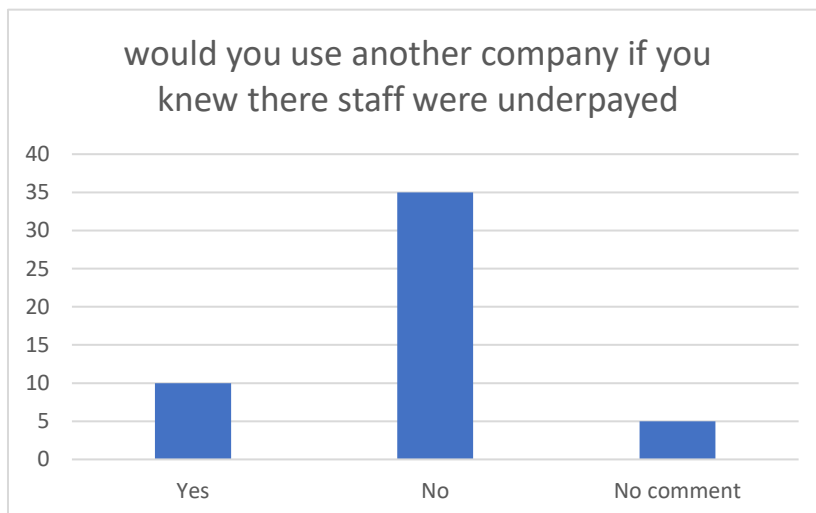
Yes	15
No	30
No comment	5



60% of participants claim they are being paid correctly where 30% claim they are being underpaid . This to me is a bullish tactic by the management.

Q5) Would you use a company if you knew there staff was underpaid?

Yes	10
No	35
No comment	5



80% of survey participants claim they would boycott another company if they knew that underpay was an issue with the staff.

Secondary findings

When comparing my results I needed to read other researches surrounding the questions. I read many websites to find relevant info that I could use and have mentioned below:

1. New Study Shows Scope of Workplace Bullying (Tuttle, 2014).
2. Workplace bullying in the UK NHS: a questionnaire and interview study on prevalence, impact and barriers to reporting (Carter et al, 2013).

3. Nearly a third of people are bullied at work, says Tuc (Tuc, 2015).
4. Stats to know about your employees (Home business, 2017).
5. Why do marketers still feel underpaid? (Walden, 2017).

From reading the sources mentioned above I found some key stats from previous experiments from many industries. The key information is listed below:

1. 27% of participants had been bullied, 21% witnessed bullying and 23% was aware of bullying in the workplace according to a survey taken in America (Tuttle, 2014).
2. In the NHS 20% reported being bullied by fellow team worker and 43% witnessed bullying (Carter et al, 2013).
3. Nearly a third of people 29% have been bullied at work, more than one in three 36% of people who report being bullied at work leave their job because of it (Tuc, 2015).
4. 15,250 workers underpaid in the uk during 2016, 700 UK companies were fined for paying below minimum wage and 80% of the public stated they would not use a company if they knew their employees were under paid (Home business, 2017).
5. 59% of people feel they were under paid for the work they do (Walden, 2017).

Discussion

In my results for question 1 30% claim they have personally been bullied in the workplace comparing this to 27% of participants that had been bullied in the workplace in America according to a survey took by Tuttle (2014) and in the NHS 20% reported being bullied by fellow team worker (Carter et al, 2013) alongside 29% that have been bullied at work according to a survey took by YouGov in the UK (Tuc, 2015). I believe that bullying in the workplace still goes on today and is a concern with a high amount of workers claiming to have been bullied first hand.

My results for my second question showed that 36% of people have witnessed bullying in the workplace (Tuttle, 2015) when comparing this to 21% witnessed bullying and 23% was aware of bullying in the workplace (Tuttle, 2015) backed by 43% witnessed bullying in the NHS (Carter, 2013) I believe it does not matter what country or sector you work in that bullying is a main concern in the workplace and somehow, it needs to be stopped as it is an issue that is global.

My third question highlighted that 48% of people claimed they would not leave their job if a bullying issue was not resolved comparing this to 36% of people who reported being bullied at work left their jobs because of bullying (Tuc, 2015) I believe that the majority of people would tolerate bullying to keep their jobs and would overlook the issue.

In my fourth set of results 30% claim they are being underpaid when comparing this to 59% of people feel they were under paid for the work they do (Walden, 2017). I can see that employees feel they are being overworked for their salaries and employers are taking advantage of their workforce this is backed by 15,250 workers as underpaid in the UK during 2016 and 700 UK companies were fined for paying below minimum wage (Home business, 2017).

Lastly my last set of results showed 80% of the survey participants claim they would boycott another company if they knew that underpay was an issue with the staff this was backed by 80% of the public stated they would not use a company if they knew their employees were under paid (Home business, 2017) showing me that the workforce and general public would make a stand against bullying if it was highlighted more.

Conclusion

In this research paper I learnt that bullying was a main concern in the workplace with around a third of employees being bullied and over a third of employees witnessing or knowing about bullying taking place showing me that bullying needs to be monitored as it seems to just be tolerated however the public and workers claim they would boycott companies if they knew staff was being bullied by there salary and work loads. What I believe is that a system should be put in place as bullying should not be tolerated at all and laws should be enforced to give the workers a sense of safety.

References

Carter, M. Thompson, N. Frampton, P. Morrow, G. Burford, B. Gray, C. Lling, J. (2013) *Workplace bullying in the UK NHS: a questionnaire and interview study on prevalence, impact and barriers to reporting*. (Accessed: 28 August 2018).

Home business (2017) *Stats to know about your employees*. Available at: <https://homebusinessmag.com/management/employees/stats-know-employees/> (Accessed: 27 August 2018).

Tuttle, H. (2014) *New study shows scope of workplace bullying*. Available at <https://www.riskmanagementmonitor.com/new-study-shows-scope-of-workplace-bullying/> (Accessed 28 August)

Walden, A. (2017) *Why do marketers still feel underpaid?*, [blog]. Available at: <https://www.brandrecruitment.co.uk/marketers-still-feel-underpaid/> (Accessed: 27 August 2018).

Secondary research



Minimum wage/ underpaid

- 15,250 workers underpaid in the UK during 2016.
- 700 UK company's were fined for paying below minimum wage.
- 80% of the public stated they would not use a company if they knew their employees were under paid. (Source: <https://homebusinessmag.com/management/employees/stats-know-employees/>) (3 above).
- 59% feel they were under paid for the work they do (<https://www.brandrecruitment.co.uk/marketers-still-feel-underpaid/>)

Questions

1. Do you feel that you are being paid correctly for the work you do?
2. Would you use a company if you knew their staff was underpaid?

Bullying

- 20% been bullied / 21% witnessed bullying ,aware of bullying 23% (<https://www.riskmanagementmonitor.com/new-study-shows-scope-of-workplace-bullying/>)
- In the NHS 20% reported being bullied by fellow team worker / 43% witnessed bullying (<https://bmjopen.bmj.com/content/3/6/e002628>)

- nearly a third of people (29%) have been bullied at work, more than one in three (36%) people who report being bullied at work leave their job because of it, (<https://www.tuc.org.uk/news/nearly-third-people-are-bullied-work-says-tuc>)

Questions

1. Have you ever been bullied in the workplace verbally or physically?
2. Have you ever witnessed or been aware of bullying in the workplace?
3. Would you consider leaving your workplace if a situation surrounding bullying was not resolved?