

## **Workplace Harassment: Identifying the Nature and Impact on Society**

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Harassment in the workplace includes any conduct that demeans or threatens an individual employee or group of employees. It has become vital for practitioners and researchers to focus on workplace harassment, as it is one of the most delicate issues in effective workplace management as aggressive workplace behaviours are a significant source of stress. There is an ongoing debate about whether workplace harassment affects employees' job satisfaction, is detrimental to their personal lives, and contributes to various social issues. Hence, the prime intention of the study is to determine the nature of workplace harassment and its impact on society. Method of status quo review and rapid review method was used to select relevant articles. Moreover, using the status quo review method, secondary resources of 2021 to 2022 research studies on workplace harassment were applied to the rapid review process; using the rapid review strategies of identification, screening, and eligibility. Eleven prior empirical research studies were selected for systematic synthesis. In line with the study, it is revealed that harassment can affect anyone in any workplace. While generalisations about harassers and organisational risk factors can foster a culture of harassment, toxic behaviours and harassment are not mutually exclusive. Also, when employees fear retaliation, the culture is inculcating this message. Employees will remain silent and permit the behaviour to fester and intensify.

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