THE RELATIONSHIP BETWEEN TYPES OF BULLYING AND JOB STRESS: A CASE STUDY IN PRIVATE SECTOR IN KUCHING

MASITAH BINTI MOHAMED

This project is submitted in partial fulfilment of the requirements for a Bachelor of Science with Honours Human Resource Development

Faculty of Cognitive Sciences and Human Development
UNIVERSITI MALAYSIA SARAWAK
(2011)
ACKNOWLEDGEMENT

First, I would like to express my great gratitude to my project’s supervisor, Dr. Sopian Bujang for his inspiring guidance, encouragement, advice and patience throughout the implementation of this research. Without his assistance, it would not be possible for me to complete this research. Thus, a special thank you to you, Dr. Sopian!

Second, I would like to express my deepest thanks and gratitude to the Human Resource Manager, Madam Sandra Kho from Sinar Mekar and Madam Liu Moi Fong from Kuching Port Authority (KPA) for granting me with the permission to pursue this study. In addition, I also wish to express my deepest appreciation to all of employees at Sinar Mekar and Lembaga Pelabuhan Kuching especially all the respondents in this study for their support, cooperation and comment.

Third, a word of thanks also goes to my other HRD lecturers, who have provided me with the knowledge and confidence during the implementation of this research.

Fourth, I would like to express my great appreciation to my beloved parents (Mr. Mohamed bin Nobakas and Mdm. Salbiah binti Hipni @ Foo Kim Eng) for giving a support to me all way through.

Fifth, I would like to express my gratitude to all of my friends for their encouragement, assistance, companionship and guidance. Thanks, friends!
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ACKNOWLEDGEMENT</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>TABLE OF CONTENTS</td>
<td>iv</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>v</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>viii</td>
</tr>
<tr>
<td>ABSTRACT</td>
<td>x</td>
</tr>
<tr>
<td>ABSTRAK</td>
<td>xi</td>
</tr>
<tr>
<td>xii</td>
<td></td>
</tr>
</tbody>
</table>

## CHAPTER 1 INTRODUCTION

1.0 Introduction  
1.1 Background of the study  
1.2 Problem statement  
1.3 Objective of the study  
  1.3.1 General objective  
  1.3.2 Specific objective  
1.4 Conceptual Framework  
1.5 Hypotheses  
1.6 Significance of the study  
1.7 Definition of term  
  1.7.1 Bullying  
  1.7.2 Workplace bullying  
  1.7.3 Destabilization  
  1.7.4 Isolation  
  1.7.5 Overwork  
  1.7.6 Threat to personal standing  
  1.7.7 Threat to professional status  
  1.7.8 Job stress  
1.8 Limitation of study  
1.9 Summary  

## CHAPTER 2 LITERATURE REVIEW

2.0 Introduction  
2.1 Review of related study  
  2.1.1 Workplace bullying  
  2.1.2 Percentage pattern of bullying in the workplace  
  2.1.3 Types of bullying in the workplace  
  2.1.4 The consequences of workplace bullying  
2.2 Review of related theory  
  2.2.1 Social Learning Theory  
  2.2.2 McGregor’s Theory X and Theory Y  
  2.2.3 Maslow’s Hierarchy of Needs Theory  

v
CHAPTER 3 RESEARCH METHODOLOGY

3.0 Introduction 25
3.1 Research design 26
3.2 Location of study 26
3.3 Population and sample 27
  3.3.1 Population 27
  3.3.2 Sample 27
3.4 Instrument of the study 29
  3.4.1 Section A: general 29
  3.4.2 Section B: The definition of workplace bullying 30
  3.4.3 Section C: Types of workplace bullying 30
  3.4.4 Section D: Job stress 31
  3.4.5 Section E: Respondent suggestion and opinion 31
3.5 Pilot test 31
3.6 Reliability and validity 32
3.7 Data collection 34
3.8 Data analysis
  3.8.1 Descriptive statistic 36
  3.8.2 Inferential statistic 39
3.8 Summary 40

CHAPTER 4 FINDINGS

4.0 Introduction 41
4.1 Demographic characteristics of the respondents 42
4.2 Respondent reported been bullied and witnessed bullying 43
4.3 Definition of workplace bullying 46
4.4 Types of workplace bullying that affect job stress
  4.4.1 Responses on destabilization type 48
  4.4.2 Responses on isolation type 49
  4.4.3 Responses on overwork type 50
  4.4.4 Responses on threat to personal standing 51
  4.4.5 Responses on threat to professional status 53
  4.4.6 Responses on job stress 54
4.5 The result of research hypothesis
  4.5.1 The relationship between destabilization and job stress 56
  4.5.2 The relationship between isolation and job stress 57
  4.5.3 The relationship between overwork and job stress 58
  4.5.4 The relationship between threats to personal standing and job stress 59
4.5.5 The relationship between threat to professional status and job stress

4.6 Summary

<table>
<thead>
<tr>
<th>CHAPTER 5 SUMMARY, IMPLICATION, RECOMMENDATION AND CONCLUSION</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0 Introduction</td>
</tr>
<tr>
<td>5.1 Summary of the study</td>
</tr>
<tr>
<td>5.2 Implication of the findings</td>
</tr>
<tr>
<td>5.3 Recommendation</td>
</tr>
<tr>
<td>5.3.1 Recommendation for organization</td>
</tr>
<tr>
<td>5.3.2 Recommendation for Human Resource Practitioners</td>
</tr>
<tr>
<td>5.3.3 Recommendation for future researches</td>
</tr>
<tr>
<td>5.4 Conclusion</td>
</tr>
</tbody>
</table>

References

Appendix

<table>
<thead>
<tr>
<th>Questionnaire</th>
</tr>
</thead>
<tbody>
<tr>
<td>76</td>
</tr>
</tbody>
</table>
LIST OF TABLES

Table 3.1
Table for determining sample size from a given population 27

Table 3.1.1
Minimum sample size 28

Table 3.2
Types of workplace bullying 30

Table 3.3
Job stress 31

Table 3.4
The reliability of pilot test 32

Table 3.5
Result of validity test 33

Table 3.6
Results of data collection 34

Table 3.7
Univariate normality assumption 36

Table 3.8
Strength of relationship in correlation 38

Table 3.9
Summary of data analysis 39

Table 4.1
Demography of respondent 42

Table 4.2
Respondent been bullied 43

Table 4.3
Respondent witnessed bullying 44

Table 4.3.1
Demography of victim and bully 45

Table 4.4
Definition of workplace Bullying 46
<table>
<thead>
<tr>
<th>Table 4.5.1</th>
<th>Responses on destabilization type</th>
<th>48</th>
</tr>
</thead>
<tbody>
<tr>
<td>Table 4.5.2</td>
<td>Responses on isolation type</td>
<td>49</td>
</tr>
<tr>
<td>Table 4.5.3</td>
<td>Responses on overwork type</td>
<td>50</td>
</tr>
<tr>
<td>Table 4.5.4</td>
<td>Responses on threat to personal standing type</td>
<td>52</td>
</tr>
<tr>
<td>Table 4.5.5</td>
<td>Responses on threat to professional status type</td>
<td>53</td>
</tr>
<tr>
<td>Table 4.5.6</td>
<td>Responses on symptoms of job stress</td>
<td>54</td>
</tr>
<tr>
<td>Table 4.6.1</td>
<td>Correlation between destabilization and job stress</td>
<td>56</td>
</tr>
<tr>
<td>Table 4.6.2</td>
<td>Correlation between isolation and job stress</td>
<td>57</td>
</tr>
<tr>
<td>Table 4.6.3</td>
<td>Correlation between overwork and job stress</td>
<td>58</td>
</tr>
<tr>
<td>Table 4.6.4</td>
<td>Correlation between threat to personal standing and job stress</td>
<td>59</td>
</tr>
<tr>
<td>Table 4.6.5</td>
<td>Correlation between threat to professional status and job stress</td>
<td>60</td>
</tr>
<tr>
<td>Table 4.7</td>
<td>Summary of hypothesis testing</td>
<td>61</td>
</tr>
</tbody>
</table>
LIST OF FIGURE

Figure 1
Conceptual framework 8

Figure 2
Maslow's hierarchy of needs theory 22
ABSTRACT

THE RELATIONSHIP BETWEEN TYPES OF BULLYING AND JOB STRESS: A CASE STUDY IN PRIVATE SECTOR IN KUCHING

Masitah binti Mohamed

This study aims to identify the relationship between types of bullying and job stress in private sector in Kuching, Sarawak. Specifically, this study explored the relationship between destabilization, isolation, overwork, threat to personal standing and threat to professional status towards employee’s job stress. This study is required a group of employees as a sample who have experienced bullying behavior and also witnessed others being bullied at workplace. This research is conducted using quantitative format through distributing questionnaires. The totals of 80 valid questionnaires were analyzed. The data were analyzed descriptively using frequencies and percentages and inferentially using Pearson Correlation. The findings show that there are significant relationships between types of bullying and job stress. Thus, the results of the findings, is a contribution to understanding the bullying behavior forms as well as to help both organization and employees to execute ways in addressing the issue of bullying at workplace. Finally, the data and result obtained in this study will not generalized or presenting other employees in other organization.
ABSTRAK

HUBUNGAN DI ANTARA JENIS-JENIS BULI DAN TEKANAN KERJA: KES KAJIAN DI SEKTOR SWASTA DI KUCHING

Masitah binti Mohamed

CHAPTER 1
INTRODUCTION

1.0 Introduction

This chapter consists of background of study, statement of problem, objective of the study, theoretical framework, and hypotheses, significant of study, definition of term as well as limitation of study.

1.1 Background of Study

Bullying is a phenomenon that can happen to anyone. It is an unacceptable behavior where the bullies having an arrogant attitude and being rude towards others. Moreover, the bully is always driven to control others. They always try to attack their victims and make the target feel scared and insecure. For almost years, there is
numerous studies investigate the phenomenon of workplace bullying in Western countries. There are various types of bullying and several factors have been explored in predicting the occurrences of workplace bullying. In addition, the consequences of bullying as well have been identified. Hence, this shows that the phenomenon of workplace bullying has been taking into consideration for many researchers.

According to Rayner and Cooper (1997), bullying can occur and exist in any organization. As reported in Australian and UK media, there is an increasing number of bullying incidents and occurs in a range of occupational settings (Sheehan, 1999). According to Randall (2001), teaching is a profession that predominantly disposed to bullying (cited in McCormack, Casimir, Djurkovick and Li, 2006). On the way to address the issue of bullying, it is appropriate and important to understand the meaning of bullying (Einarsen et al., 1994; Hoel et al., 2003 as cited in Vickers, 2009). The term of bullying may be defined in different way by different people. According to LaVan and Martin (2008), bullying is defined as “silent epidemic” (cited in Pate & Beaumont, 2010). Meanwhile, Leymann (1996, p.168) states that, workplace bullying is referring to an individual or a group of people (seldom more than four) cause harm against other usually in a duration period of six months (one a week) and that then give impact towards the victim such as psychological, psychosomatic and social misery (cited in Lee, 2000).

From the previous studies, there are lots of forms of bullying that occur in an organization. A study by Thomas (2005) found that, the top four of workplace bullying incident that had experienced by a group of victim is withholding necessary information, excluding or ignoring, underestimate efforts and undermine work. Additionally, McCormack, Casimir, Djurkovic and Li (2006) also proposed a few sort of workplace bullying which are intimidation, organizational harassment, personal harassment and work-related harassment in their study. Even though there is wide range of form of workplace bullying, the study done by previous researcher is
practically based on Rayner and Hoel's (1997) five types of bullying behavior which consist of destabilization, isolation, overwork, threat to personal standing and threat to professional status. These five types of bullying have been proposed and each type of bullying is comprised of various forms of bullying that may exist and occur in the organization.

Vandekerckhove and Commers (2003) stated that various form of workplace bullying usually consist of bullying by superior against subordinate and bullying by employees against a colleague (p.41). Additionally, based on the previous study, most of the workplace bullying occurs between subordinate and manager or superiors. As evidence, a study by Rayner and Cooper (1997) found that, most of the victims are holding staff position at the time they are being bullied while the bullies are generally done by managers and senior managers. Additionally, between 70 and 80 per cent of the victims had been bullied by a superior as reported in German, Austrian and English studies (Zapf, in press as cited in Einarsen, 1999). From the above statement, therefore, leadership style of managers or superiors is significantly associated to the occurrence of bullying. According to Leymann (1993b) as cited in Zapf, leadership problems is related to bullying, support the view.

Bullying incidents can give direct impact towards victim and others who witnessed the bullying at workplace. Great stress may arise due to bullying. According to Gibbons and Gibbons (2007), the job-related stresses are generally experienced by hospitality and leisure industry. People that undergo high level of stress are easily distracted and may passionate on the amount of stress that they suffered. Besides, they are also simply exposure to other serious harmful and illness which is includes changes in health practices such as sleep, diet, exercise, poor performance on task, smoking, drinking or drug abuse (Cohen et al., 1997 as cited in Thomas, 2005). Additionally, once employee experience negative effect due to bullying, the employees will show poor performance at workplace in term of
attendance, coming late at work, unable to perform well on his or her task, loss of concentration, less confidence and low motivation. Indirectly, organization's productivity will also decrease due to the problems arises among employees. Hence, this shows that workplace bullying will give a lot of negative impact towards a victim, which in turn may lead to other serious problem to the organizations.

1.2 Problem Statement

For years, bullying at work has captured many researchers’ interest. Bully is not a new phenomenon in the Western countries as many researchers have explored the issue. Lee (2000) point out that bullying at work was documented and studied in Sweden, Norway and Finland. Furthermore, the critical issue of bullying also has been studied in UK (Rayner & Cooper, 1997), German (Zapf, 1999), Norway (Einersen, 1999), Australia (Sheehan, 1999), Italy (Georgi, 2009) and Canada (Starratt & Grandy, 2010). Conversely, in Malaysia, there is still less of awareness about the issue of workplace bullying. Only a few studies have been carried out in Malaysia. For example, study that done by Dzurizah Ibrahim and Salmie Jemon (2007) at Sabah. Therefore, while answering a form of questionnaire, respondents might confuse and unable to answer the question given due to less of awareness and information associated to bullying. According to Leymann in his earlier research at the year of 1980, bullying is a problem that supposedly being considerable in an organization (cited in Dzurizah Ibrahim & Salmie Jemon, 2007). In that regard, today’s organization in Malaysia should attentive towards the incidents of bullying as a serious matter due to the consequences of workplace bullying can give negative impact for both organization and victims (McCormack, Casimir, Djurkovic & Li, 2006). Therefore, more research emphasis on workplace bullying should be carried out in order to ensure employees aware and be acquainted with forms of bullying that exist in organizations.
Different researchers have used different ways in defining the term of workplace bullying. Zapf (1999) defined bullying as physical aggression that usually involves few bullies. Meanwhile, Einarsen (2003) suggest that workplace bullying is define as such of behaviors like harassing, offending or socially excluding the victim that then can affect victim’s performance (cited in Djurkovic, McCormack & Casimir, 2006). Additionally, based on the study that done by Thomas (2005), there are various meaning of bullying that perceive by a group of respondents. A few definitions that state by the respondents are such as public humiliation, physical abuse, inappropriate jokes and verbal abuse. This fact shows that people typically depends on their perspective in a way to perceive the meaning of workplace bullying. Consequently, due to numerous definition of bullying that has been proposed by various investigators, researcher having a difficulty in accepting and use the definition of workplace bullying in this study.

Bullying also directly influence performance of the employees as psychologist believes that there is a significant correlation between stress and performance since years (Yerkes & Dodson, 1908 as cited in Thomas, 2005). Generally, victims show poor performance in term of their attendance. Once the victims suffered from high level of stress, definitely their health will also affected and that can cause a high rate of absenteeism. Moreover, there is deficit in performing of task while the victims are facing a great stress. A person who experiences bully is not given necessary or required information of their task and lack of support by their management. Hence, these situation lead to poor performance because victim unable to perform perfectly due to less of information and monitoring. A study by Thomas (2005) found that, the victims of bullying state that their work performance is really affected due to bullying. Based on this evidence, the resources that lead to the occurrence of bullying in organization should be identified based on the form of bullying that happen. In that regard, the need of other study should emphasize more on the relationship between factors contribute to the occurrence of bullying incidents.
Additionally, bullying will not only give a lot of negative impacts towards the victim, but also to the victim's family (Cohen et al., 1997) and others who witnessed bullying (Rayner, 1998 as cited in Gallagher, Harris & Valle, 2008). A study by Thomas (2005) found that, one respondent who has been bullied feel depressed till neglect her children. Based on this evidence, bullying may not only give negative impact on victims but it also can cause harm towards family members of victim. According to Cohen et al., (1997), bullying can cause serious implications towards the victim's family in term of family's financial cost (cited in Thomas, 2005). Sometimes, victims of bullying tend to change a job or quite to avoid from continuously being bullied. However, if the victim are failed to find another job, definitely they loss their income and that then cause them to have financial problem. Furthermore, once they loss the source of income, indirectly, they might not afford to support the cost of children's schooling. Based on this situation, workplace bullying can directly give impact towards victims as well as victim's family members.

1.3 Objective of the Study

1.3.1 General Objective

Determine the relationship between types of bullying behavior and the impact of the bullying towards an employee in term of job stress.

1.3.2 Specific Objective

a. To determine the frequent form of bullying experienced by respondents.

b. To determine the frequent symptoms of job stress experienced by respondents.
c. To determine the relationship between destabilization and job stress.

d. To determine the relationship between isolation and job stress.

e. To determine the relationship between overwork and job stress.

f. To determine the relationship between threat to personal standing and job stress.

g. To determine the relationship between threat to professional status and job stress.

1.4 Conceptual Framework

This study consists of two variables, dependent and independent variables.

1. Dependent variable
   Job stress

2. Independent variable
   Types of bullying such as destabilization, isolation, overwork, threat to personal standing and threat to professional status
**Independent Variables**

**Dependent Variable**

<table>
<thead>
<tr>
<th>Types of bullying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Destabilization</td>
</tr>
<tr>
<td>Isolation</td>
</tr>
<tr>
<td>Overwork</td>
</tr>
<tr>
<td>Threat to personal standing</td>
</tr>
<tr>
<td>Threat to professional status</td>
</tr>
</tbody>
</table>

**Figure 1: Conceptual Framework**

1.5 **Hypotheses**

Below are the hypotheses that develop by the researcher to meet the objective of the study. Five alternative hypotheses will be tested.

- **Hₐ₁**: There is a significant relationship between destabilization and job stress.
- **Hₐ₂**: There is a significant relationship between isolation and job stress.
- **Hₐ₃**: There is a significant relationship between overwork and job stress.
- **Hₐ₄**: There is a significant relationship between threat to personal standing and job stress.
- **Hₐ₅**: There is a significant relationship between threat to professional status and job stress.
1.6 Significant of the Study

This study might useful for today’s organization to determine the sign of bullying, various form of workplace bullying as well as the consequences of bullying on employee. Besides, through this study, both organization and employee will understand the meaning of bullying and circumstances that associated to bullying. Hence, organization might be more aware and take seriously about this matter in order to protect their employees from being a victim of bully or psychological harassment. Additionally, since workplace bullying has a negative impact on a company’s profitability, organizational leader will be more effectively meet their organizational goals and will be better equipped to provide a safe and healthy working environment for their employees. It is beneficial for both employee and organization if the workplace environment is free from any form of bullying. As an example, secure environment of workplace able to influence the employee’s performance and increase the level of employee’s loyalty towards the organization. This situation then can lead to an increasing of productivity and maximizing the effectiveness of an organization. Hence, the organization will gain more profit that serve benefits for both organization as well as the employees. Indirectly, employee’s satisfaction will also boost because of feeling rewarded from the organization. Additionally, this study also practical for employees to express and define the mean of bullying based on their own perspective. The employees as well can share their view or opinion on how to overcome the problem of bullying that exists in the surrounding of their workplace. Moreover, this study is beneficial for both society and researcher. This study helps others and researcher as well to be more aware about the impact of bullying on personal life and the right as an employee that should be protected by the organization during a period of employment.
1.7 Definition of Term

1.7.1 Bullying

Conceptual Definition

“Bullying has been characterized as including hostile verbal, nonverbal, physical and nonphysical behaviors, harassment and aggression” (Yamada, 2000, p.478; Felson, 2000, p.10 as cited in Vickers, 2009, p.260).

According to Zapf (1999), bullying is a physical aggression by a group of people.

Operational Definition

Bullying refers to unacceptable behavior or unreasonable actions by an individual (or a group of people) towards others. The bullies are intended to humiliate a target and treat the target worse. Sometimes, the bullies tend to aim a target for being as a practical joke.

1.7.2 Workplace Bullying

Conceptual Definition

According to Hoel et al., (1999), workplace bullying refer to a form of behaviors either violent or non-violent behaviors which includes harassing, offending or socially excluding the target (cited in McCormack, Casimir, Djurkovic & Li, 2006).
According to Sandrik et al., (2007, p.838), workplace bullying is defined as a repeated action that includes a perceive power imbalance and create a hostile environment against one or more victims (cited in Pate & Beaumont, 2010, p.172).

Operational Definition

Workplace bullying is an incident that involves one or a person in a group within an organization that cause harm to others either directly or indirectly. Typically, victims of bullying have been bullied by the superiors or other colleagues. A form of bullying that may occur in the workplace is such as given too much task to an employee, insulting the employee in front of colleagues, spreading rumours about the employee and undervaluing the effort of an employee.

1.7.3 Destabilization

Conceptual Definition

According to Rayner and Hoel (1997), destabilization is a form of bully that includes giving insignificant tasks or frequently reminds the error of individual (cited in Djurkovic, McCormack & Casimir, 2006).

Operational Definition

In the context of this study, destabilization consist of variety form of workplace bullying such as assigning unchallenging task or meaningless task, repeatedly telling the mistake of an individual, undervaluing effort, diminish credibility and blame without factual justification. In other words, destabilization refers to incidents that intentionally reduce individual's performance.
1.7.4 Isolation

Conceptual Definition

According to Rayner and Hoel (1997), a form of workplace bullying such as lack of appropriate training or withholding job-related information is associated to isolation (cited in Djurkovic, McCormack & Casimir, 2006).

Operational Definition

In the context of this study, isolation refers to a form of workplace bullying such as being treated differently, lack of necessary information, being excluded from training program, prevented from promotion and lack of support. In other words, isolation means preventing an individual from appropriate things.

1.7.5 Overwork

Conceptual Definition

According to Ryner and Hoel (1997), overwork consist of a form of bullying such as giving unreasonable deadlines or inappropriately disturb a victims (cited in Djurkovic, McCormack & Casimir, 2006).

Operational Definition

In the context of this study, overwork refers to a form of bullying which is giving pressure in a work, giving a task with impossible deadlines, giving unnecessary tasks, assign victim at different roles and victim always being asked to do overtime.
1.7.6 Threat to Personal Standing

Conceptual Definition

According to Rayner and Hoel (1997), threat to personal standing consist of a form of bullying such as insulted a victim or inappropriately teasing a victim (cited in Djurkovic, McCormack & Casimir, 2006).

Operational Definition

In the context of this study, a form of bullying that includes in threat to personal standing is such as a victim being shouted and humiliated in front of publics, being a target of inappropriate jokes, being criticized within inappropriate comments, being a target of anger and spreading rumours or gossip.

1.7.7 Threat to Professional Status

Conceptual Definition

According to Rayner and Hoel (1997), threat to professional status consists of a form of bullying which is insulting victims in front of public and blaming the victims of lack of effort (cited in Djurkovic, McCormack & Casimir, 2006).

Operational Definition

In the context of this study, threat to professional status is a form of bullying which includes of insulting the victim’s professional level, giving unreasonable criticism about the work or effort of victim, blame the victim for not effectively perform a work and always find fault on the victim’s work.
1.7.8 Job Stress

Conceptual Definition

According to Colligan and Higgins (2005), job stress can be defined as a change of physical or mental of a person in responses to workplace that expose to challenge or intimidation.

It is generally accepted that prolonged or job stress is a negative effect which can impact mental and physical health of individual (Health and Safety Executive; Cooper et. al., 2001 as cited in Johnson et al., 2005).

Operational Definition

In the context of this study, job stress is changes of mental and physical of employee cause of harm or bullying behavior. In order words, job stress refers to symptoms of job stress which includes psychological, physiological and behavioral outcomes that might an individual experienced. The symptoms of job stress are such as tiredness, angry, sleep problems, loss of confidence and memory lapse.

1.8 Limitation of Study

This study is being conducted in private sector which is logistic company (Sinar Mekar and Kuching Port Authority) that located at Kuching, Sarawak. Through this research, researcher will determine all of five type of bullying that can impact on employee’s job stress in the organization. However, the result will be not generalized to all employees in other organization as the study is relying much on the perspective and experienced of the respondent.