INDEX

Absorption, as element of work engagement, 15–16
Addictive side of workaholism, 20–23
Amended Employment Act 1955, 132
Andreassen, C. S., 20, 24, 32
Anonymity
cyberbullies, 79, 80–82
digital evidence and, 99
perpetrators of crime and, 82
Anonymous emails or postings, 80
Anti-Sexual Harassment Act 1995, Philippines, 134
Anxiety, 11
economy, impact on, 11
number of people living with, 11
as stigma and taboo, 12
work-related stress and, 11
Asia
happiness at workplace, 159–161
positivity at workplace, 159–161
Asians, 12
Asian Social Sciences, 161, 166
Association of Certified Fraud Examiner (ACFE), 43
Attention-deficit workaholic, 25
Audit
on harassment, 129
as preventive measures, sexual harassment, 129
Avoidance, as preventive measure, sexual harassment, 124–125
Bakker, A. B., 20
Baltes, B. B., 28
Behavioural addiction, 25
components in, 26
functional dependency and, 25
workaholism as, 21
Block, J. J., 26
Bulimic workaholic, 24–25
Bullying, 72–73
See also Cyberbullying
Butterfield, K. D., 44

Campaigns
on avoiding sexual harassment, 128
as preventive measures, sexual harassment, 128
Campbell, M. A., 77
Child, J., 177
Choice Theory, 3–5, 13, 91, 189–191
Clark, M. A., 28
Clegg, C. W., 52
Coaching
purpose of, 32
workaholics and, 32
Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace, Malaysia, 107, 133
Communication,
computer-mediated, 81, 90
Computer forensic investigation, 98–99
Computer-mediated communication, 81, 90
Confucian Asia, 83
Corporate Social Responsibility (CSR), 173–174, 176, 183
Creative imagination, 60–62
Creativity, 61–62
Criminal Code, France, 134
Criminal Code, Russia, 134
Crude and offensive behaviours, 107
Cyberabuse, 74
See also Cyberbullying
Cyberbullies
anonymity, 80–82
boundarylessness, 83–84
covert operation of, 78–86
cyberbullying and employees’ wellbeing, 87–90
deciphering cyberbullying at workplace, 74–78
lack of supervision, 82–83
publicness, 84–86
stopping cyberbullies in their path, 90–100
Cyberbullying
anonymity, 80–82
boundarylessness, 83–84
deciphering at workplace, 74–78
and employees’ wellbeing, 87–90
Farley on, 75–76
lack of supervision, 82–83
organisation as protector, 92–100
publicness, 84–86
victims: fight or flight?, 91–92
See also Workplace cyberbullying
Cyberharassment, 74
See also Cyberbullying
CyberSecurity Malaysia, 72
D’Cruz, P., 74, 85, 88
Deci, E. L., 34
Dedication, as element of work engagement, 15–16
Deontology, 48–49, 56
Depression, 11
economy, impact on, 11
as stigma and taboo, 12
work-related stress and, 11
Depression Anxiety Stress Scale (DASS), 166
DigiSurvey, 72
Digital communication technologies, 86
Digitalised workplace, 73
Discussions, as preventive measures of sexual harassment, 123–124
Disempowerment theory, 88–89
Drasgow, F., 107
Dubinsky, A. J., 55
‘Easterlin paradox’, 153
Economic harm on the organisation, 120–121
on the perpetrator, 119–120
sexual harassment and, 118–121
on the victim, 118–119
Educational training as preventive measure of harassment, 126–127
Effective complaint procedure as preventive measures, sexual harassment, 127–128
Electronic abuse, 74
See also Cyberbullying
Electronic bullying, 74
See also Cyberbullying
Electronic harassment, 74
See also Cyberbullying
Electronic mails (E-mail), 109
Eleventh Malaysia Plan, 2
Employees, 10
compensations and, 10
cyberbullying and wellbeing of, 87–90
extra-role performance, 19
good and ethical, 50–52
in-role performance, 19
job stress and, 11
wellbeing as matter of choice, 189–193
workaholics vs. engaged, 13–14, 17, 29–30
working longer hours, 12
workplace sexual harassment and wellbeing of, 113–121
Employment Act 1955, 132
Engagement outcomes of, 18–20
as passion towards work, 14–18
wellbeing and, 29–30
Eriksen, H. R., 24
Ethical behaviour, 50
defined, 50
models of, 53–56
moral imagination and, 45
Ethical decision-making, 44
Ethical relativism, 49
Ethics, 45–50
defined, 45
ethical relativism and, 49
teleology and, 48
European Union, 111, 112
External positivity, 176–177
Extra-role performance, defined, 19

Facebook, 159
Farley, S., 75–76
Federal Court of Malaysia, 134–135
Ferrell, O. C., 55
Fischer, J., 46
Fitzgerald, L. F., 107
Four Component Model, 56

Gender harassment, 107
‘General Theory of Marketing Ethics’, 55
Glasser, William, 3, 44, 91, 189–191, 193
Glasser’s theory of choice, 44
Google, 157
Google Scholar, 183
Green and Happiness Index (GHI), Thailand, 156
Gresham, L. G., 55
‘Gross National Happiness’ in Kingdom of Bhutan, 156
‘Guanxi’, 49
‘Guidelines for Handling Sexual Harassment in the Workplace among the Civil Servant No 22 of 2005’, 133

Happiness
academic research evolution on, 158–167
assessing Malaysian scholarly outputs, 165–166
definition of, 158–159
integration of academic and practice, 182–184
managing internal organisational factors, 177–182
in practice, 167–182
promoting and securing, 159
research in Asia on, 159–161
research in Malaysia on, 161–165
research in World on, 159–161
Harassment
audit on, 129
non-verbal (gestures), 109
verbal, 108–109
visual (environmental), 109
written, 109
Hetland, J., 20
Hofstede, G., 179
Holacracy, 179
Hsieh, Tony, 179
Hughes-Rease, M., 64
Hunt, S. D., 55

‘IF-THEN’ conversation, 64
Imagination
creative, 59–62
defined, 57
moral and, 57–58
productive, 59–60
reproductive, 59–60
In-role performance,
defined, 19
Instagram, 159
Internal positivity, 176–177
International
Confederation of Free
Trade Unions, 112
International Labour
Organisation, 112

Internet Protocol (IP)
addresses, 80
‘Issue-contingent
Model of Ethical
Decision-Making’, 56
Job demand, 17–18
Job-Demand Resources
(JD-R) model, 17–18
Job resources, 17–18
Jones, T. M., 55, 56
Journal of Happiness
Studies, 161, 165

Kasnon, Datuk Noriah, 131
Kelly, L., 92–94
Kingdom of Bhutan
‘Gross National
Happiness’ in, 156
‘Gross National Product’
in, 156
Kowalski, R. M., 73
Kudriavtsev, V. T., 57

Labour Code, France, 134
‘Laid-back’ workplace
environments, 157
Lauber, C., 11
Loken, B., 55
Lovato, Demi, 87

Magley, V. J., 107
Malaysia
Code of Practice on the
Prevention and
Eradication of Sexual
Harassment in the
Workplace, 107, 133
comprehensive definition of sexual harassment in, 107
happiness at the workplace, 161–165
mental health issues in, 11
National Anti-Bullying Council, 98
positivity at the workplace, 161–165
Sexual Harassment Policy, 133
Malaysian Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace, 110
Malaysian Employers Federation (MEF), 133
Malaysian Trades Union Congress (MTUC), 72, 98
Managers, and sexual harassment, 129–131
Manufacturing industry, 174
Mental disorders, 11
Mental Health Action Plan, 31
Merit pay, 182
Michel, J. S., 28
Mindfulness Attention and Awareness Scale, 166
Mindfulness-based Cognitive Theraphy (b-MBCT), 166
Mindvalley, 157
Moberg, D. J., 60
Models of ethical behaviour, 52–56
Mohamed, A., 107
Mohd Ridzwan Abdul Razak v Asmah Hj Mohd Nor, 134
Moral, 45–50
imagination and, 58–59
Moral imagination, 56–58
creative imagination, 59–62
defined, 57
productive imagination, 59–60
reproductive imagination, 59–60
right culture for, 63–65
and wellbeing, 58–62
Morality defined, 46
ethics and, 46, 48, 50
Motivation external drivers, 21–22
internal drivers, 21–22
intrinsic, 13, 17
Motivational interviewing, 32
Mudrack, P. E., 23
Multinational companies (MNC), 179
National Anti-Bullying Council, Malaysia, 98
Non-verbal (gestures) harassment, 109
Noronha, E., 74, 85, 88
Oates, W. E., 27
Occupational Safety and Health Act (1994), 133
O’Fallon, M. J., 44
Online abuse, 74
See also Cyberbullying
Online bullying, 74
See also Cyberbullying
Online harassment, 74
See also Cyberbullying
Organisational culture, defined, 63
Organisational factors, defined, 54
Organisations, 9–10
autonomy and learning opportunities offered by, 18
control, 180–181
cyberbullying and, 92–100
economic harm and, 120–121
engaging computer forensic investigation, 98–99
independent channel for redress, 97–98
integration, 180
policy, 95–97
as the protector, 92–100
punishments by, 23
rewards and payment systems, 181–182
reward systems, 23
sexual harassment and challenges for, 121–122

Oates, W. E., 27
Occupational Safety and Health Act (1994), 133
O’Fallon, M. J., 44
Online abuse, 74
See also Cyberbullying
Online bullying, 74
See also Cyberbullying
Online harassment, 74
See also Cyberbullying
Organisational culture, defined, 63
Organisational factors, defined, 54
Organisations, 9–10
autonomy and learning opportunities offered by, 18
control, 180–181
cyberbullying and, 92–100
economic harm and, 120–121
engaging computer forensic investigation, 98–99
independent channel for redress, 97–98
integration, 180
policy, 95–97
as the protector, 92–100
punishments by, 23
rewards and payment systems, 181–182
reward systems, 23
sexual harassment and challenges for, 121–122

Online bullying, 74
See also Cyberbullying
Online harassment, 74
See also Cyberbullying

Online abuse, 74
See also Cyberbullying
Online bullying, 74
See also Cyberbullying
Online harassment, 74
See also Cyberbullying

Outcomes of engagement, 18–20

Pallesen, S., 20, 24
Passion for work, 14–15
Perceived Stress Scale (PSS), 166
Perfectionism, 24
Person-related
cyberbullying, 74–75
‘Person-Situation Interactionist Model’, 55–56
Pertanika Journal of Social Science and Humanities, 161
Physical conduct of sexual nature, 109
Physical distress
sexual harassment and, 116–118
symptoms of, 117
Physical injuries, 115
Physiological wellbeing, 89–90
Piotrowski, C., 95
Positivity, 192
academic research evolution on, 158–167
assessing Malaysian scholarly outputs, 165–166
Cambridge dictionary definition of, 158
e external versus internal, 176–177
integration of academic and practice, 182–184
managing internal organisational factors, 177–182
Oxford dictionary definition of, 158
in practice, 167–182
promoting and securing, 159
research development related to, 167
research in Asia on, 159–161
research in Malaysia on, 161–165
research in World on, 159–161
Post-traumatic stress, 117
Post-traumatic stress disorder (PTSD), 117
Preventive measures, sexual harassment audit on, 129
campaigns on avoiding sexual harassment, 128
discussions, 123–124
educational training, 126–127
effective complaint procedure, 127–128
focus on the perpetrator, 124
managers and, 129–131
transfer and avoidance, 124–125
victims and, 129–131
witnesses and, 129–131
written policy, 125–126
Privitera, C., 77
*Procedia Social and Behavioral Science*, 165
Production industries, 174–175
Productive imagination, 60
Protection Against Harassment of Women at the Workplace Act 2010, Pakistan, 134
Protection from Harassment Act 2014, Singapore, 134
Psychological harassment, 110
Psychological stress, and sexual harassment, 114–116
Psychological wellbeing, 34, 87–89
Publicness, and cyberbullying, 84–86
Pui, S. Y., 28
Relentless workaholic, 25
Reproductive imagination, 59–60
Rest, J. R., 53, 56
Robbins, A. S., 24
Robinson, B. E., 24–25
Rössler, W., 11
Ryan, R. M., 34

Salin, D., 123
Savouring workaholic, 25
Schaufeli, W. B., 20
Schwartz, B., 10
SciVal (research performance assessment tool), 159, 165, 166, 183
Scopus database, 159
Seabright, M. A., 60
Seligman, M. E., 32
Service industries, 175–176
Sex Discrimination Act 1975, United Kingdom, 134
Sex Discrimination Act 1984, Australia, 134
Sexual behaviours, 106
Sexual coercion, 107, 110
Sexual harassment
audit on, 129
campaigns on avoiding, 128
challenges for the organisation, 121–122
crude and offensive behaviours, 107
definition of, 106–108
dimensions of, 107
discussion and, 123–124
economic harm and, 118–121
educational training and, 126–127
effective complaint procedure, 127–128
forms of, 108–111
gender harassment, 107
impact on employees wellbeing, 113–121
in Malaysia, 131–136
managers and, 129–131
more women victims than men, 112–113
overview, 105–106
physical distress and, 116–118
preventive measures, 122–131
psychological stress and, 114–116
punitive, 124
role of parties involved, 129–131
sexual coercion, 107
statistics and studies on, 111–112
transfer and avoidance, 124–125
unwanted sexual attention, 107
victims and, 129–131
victims of, 112–113
witnesses and, 129–131
written policy on, 125–126
See also Workplace sexual harassment
Sexual harassment at the workplace. See Workplace sexual harassment
Sexual Harassment Law 1998, Israel, 134
Sexual Harassment of Women at Workplace 2013, India, 134
Sexual violence, 105
Short Message Services (SMS), 109
Smith, Adam, 180
Social media, 72, 159
Social networking sites, 74
Spence, J. T., 24
Spivack, A. J., 25
Star newspaper, 11
Stoeber, J., 24
Subjective Happiness Scale (SHS), 166
‘Survival of the fittest’, 11

Taris, T. W., 20
Taylor, P. W., 50
Technology, 9, 28, 75–76, 90, 101
Teleology, 48–49, 56
TM Berhad, 180
Training
educational, 126–127
as preventive measures, sexual harassment, 127
Transfer, as preventive measures, sexual harassment, 124–125
Trevino, L. K., 55
Twitter, 159

United Nations Committee on the Elimination of Discrimination Against Women, 112
United States, 111
Universiti Teknologi Malaysia, 165
Unwanted sexual attention, 107
Ursin, H., 24
Verbal harassment, 108–109
Victims
economic harm on, 118–119
sexual harassment and, 129–131
Vigour
defined, 15
as element of work engagement, 15–16
as a resource, 15
Visual (environmental) harassment, 109
Vitell, S., 55
Vranjes, I., 77–78
Waldo, C. R., 107
Ward, A., 10
Wellbeing
connection between engagement and workaholism to, 29–30
cyberbullying and employees, 87–90
engagement and, 29–30
good and ethical employee, 50–52
moral imagination and, 59–62
physiological, 89–90
psychological, 87–89
workaholism and, 29–30
Werhane, P., 60
WhatsApp, 109, 159
Witnesses
sexual harassment and, 129–131
Work, engagement as passion towards, 14–18
Workaholics, 13
attention-deficit, 25
bulimic, 24–25
coaching and, 32
helping, 30–34
relentless, 25
savouring, 25
Workaholism
addictive side of, 20–23
causes of, 23–27
defined, 13
outcome of, 27–29
wellbeing and, 29–30
work engagement and, 13–14
Work engagement
absorption, 15–16
dedication, 15–16
defined, 13, 15
vigour, 15
and workaholism, 13–14
‘Working hard’
categories of, 13
obsessive-compulsive tendency to, 27
workaholism and, 13, 21
Work–life balance, 10, 175
Work–life conflict, 28
Workplace
deciphering cyberbullying at, 74–78
digitalised, 73
happiness at. See Happiness
positivity at. See Positivity
Workplace bullying. See Bullying
Workplace cyberbullying,
72–73, 191
person-related cyberbullying, 74–75
work-related cyberbullying, 74
See also Cyberbullying
Workplace sexual harassment
economic harm and, 118–121
employees wellbeing and, 113–121
non-verbal (gestures) harassment, 109
physical conduct of sexual nature, 109
physical distress and, 116–118
prevalence of, 120–121
psychological harassment, 110
psychological stress and, 114–116
sexual coercion, 110
statistics and studies on, 111–112
verbal harassment, 108–109
victims of, 112–113
visual (environmental) harassment, 109
written harassment, 109
See also Sexual harassment
Work-related
cyberbullying, 74
Work-related stress, 11

World
happiness at the workplace, 159–161
positivity at the workplace, 159–161
World Health Organisation, 30
World Health Organisation (WHO), 11
Written harassment, 109
Written policy, as preventive measures, sexual harassment, 125–126
Zappos, 157, 179
Zhdanova, L., 28