

Effect on Violence at Organizational Society, Its Causes and Remedies; Evidence from Province Punjab, Pakistan

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ABSTRACT

Our research indicates that mostly violence occurs due to negligence and people not getting equal rights. In today's Organizational society we can observe that also the political leaders motivate the people to do violence. We collect data through questionnaire. We are using the inquiry mode of research in which we use the qualitative approach. That approach provides us with the primary data through questionnaires. The data source is basically the students and employees who are doing internships and already serving at different organizational levels that related to the manufacturing sector and also from the young generation aging between 19 – 35 years who are job less or in search of it. The sampling technique we are using is the proportionate stratified sampling. Our studies show that people are violent for getting equal rights. Three common reasons for violence: to resolve the problem of getting rights, to react against the discrimination and to get justice or to take revenge. Self-defense is also the factor which can arouse the violence. Research shows that a powerful person always do violence because of force and power they have and they shows that they will do such things which they want and according to desire. In order to address these issues in an effective way, we must first recognize that violence and abuse are human problems. This research shows that the violence may occur due to illiteracy also. Education creates a sense of humbleness and polite behavior. When a person has no education they behave desperately, will not bear other people mistakes. Education plays a vital role in reshaping the personality. So the research which we conducted shows that education has major effects on the occurrence of violence. One main factor which also cause of violence is that there is no unity in the Organizational society. Organizational society is divided even on the little things so we need to reunite if we want peace in the Organizational society. A limitation is basically the transversal design of the study that leads to the future research work on the topic.

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Introduction

In Pakistan, there are a number of cases we have find related to violence at different levels of organization. People show such reaction in response to the internal dissatisfaction, rivalry and other such cases. For example we consider that in Jammu Kashmir there is massive strikes and protests on a daily basis and sometime violence happens between the troops and the Kashmir's residents. Why this happens the simple answer of this question is that for getting the rights of living and becoming independent. If they will get equal rights and will be treated equally then we can cease the violent activities. Similarly in Palestine the Israel is doing very dangerous things and doing massive killings and enforcing the people to do violence. Violence in many situations we can control it. Studies shows that the violence occurs due to poverty, income and gender inequality, and the feel of unsecure, instability, etc. Violence occurs due to showing of power and authority, for abusing someone, to threatening the people and to enjoy the absolute power. Violence also have some psychological cause some people receive violence behavior from their ancestor, some have personality traits, some become violent due to specific situation, some due to anxiety, mental disturbance or stress on mind. Many type of violence can cause physical, psychological and social problems that do not necessarily lead

Physical force exerted for the purpose of violating, damaging, or abusing; crimes of violence. Many reasons in the Organizational society are present which arouse the violence in Organizational society which we need to overcome. Violence is controlled by providing equal rights to people and accept the people as equal person in the Organizational society. We can observe in the Organizational society there is much disorder massive killings, snatching and wars increasing among the different nations. Basically it occurs due to discrimination, injustice, personal unlearns etc. And violence now, a day's increasing rapidly in the Organizational society.

1.1 Purpose of Study

The purpose of our study and research what will be the causes of violence at the organizational society. Why the violence rising on the daily basis and constant increasing. The violence is now considered as a disease in the Organizational society and rest of the world is suffering from the massive violence and wants to decrease the violence and want peace.

1.2 Problem Statement

The research question is to find, "What is the impact of violence in the organizational society, its causes and effects on the productivity of the organization."

For this research, we have consider the Punjab province who is the heart of Pakistan as our population size and select Sialkot, Gujrat and Gujranwala as our sample size.

1.3 Significance and relationship of variables

Over the past 15 years, the number of journal articles, books, and reports presenting the results of research on violence in the Organizational society that is rapidly growing. This research potentially provides individuals and organizations working to end violence in Organizational society with information that can help improve the peace of Organizational society and make a balanced life in the Organizational society. Violence is a human problem People hit and fight with each other because they have a power to do and also violence is present in their personalities which one may inherit from the ancestor's. Violence also occurs when the self-control of the persons finished due to some reason which includes the unlearns, self-respect blames etc. If we exploit the persons much then we arouses the person to become violent in this situation we enforce the people to show aggressive behavior. This is a form of self-violence. Now we move to the collective violence collective violence may occur for the attainment of some specific goals or for becoming independence of getting rights.

1.4 Objective

The problem and causes of violence must be recognized. A violent person usually involves pushing, shoving, kicking or throwing things. Parents are also responsible of making violence in Organizational society because if they don't give proper time to their children then children become arrogant, rude and involve in violent activities we hold mothers and fathers equally responsible for the emotional and physical wellbeing of their children. Now day's violence becomes big problem of the world and violence is in the behavior of the people which is very dangerous for the Organizational society

2. Literature Review

PAMELA R. JOHNSON, JULIE INDVIK, (1996) made research on the workplace violence in which they explore the issues at workplace that are being caused by the violence. They conduct their research in USA and examine employees who are working in different organizations and facing some kind of stress, the stress might be related to some kind of anti-workplace values, ethics such as family dysfunction, racial oppression and sexual harassment. Their research basically addresses to the question of employer responsibility and briefly proposes the development of trainings for managers and found that the employee productivity is effected by the stress of an employee.

Another research had been made by PAMELA R. JOHNSON, SUSAN GARDENER, (2000) on the domestic violence that how it invades the workplace, the global perspective of business community and found that business is frequently a "battlefield", where it is fund that employees waging war against one another in the workplace according to the research consensus of PAMELA (2000) it found that three people are murdered in the workplace every day in the USA, while an estimated 1 million workers –18,000 a week – are assaulted each year. Recently, however, business has become increasingly aware of how many acts of workplace violence are linked to domestically-abusive relationships and use different strategies to overcome it.

In another research made by BARBARA PEASE, (1995) in which the researcher take library as the workplace and try to find out what happens if the violence occurs there, surveys the history , incidence of workplace violence, inappropriate

behaviour in libraries in particular. Demonstrates that virtually all instances came from users rather than from staff. Provides an analysis of different types of public and publicly-owned buildings and highlights the specific features of public access that render staff more vulnerable. Also highlights the dilemma between the ethos of public service, on the one hand, and the need for both security and discipline, on the other.

ROYAL COLLEGE OF PSYCHIATRISTS, (2007) about violence at the Organizational society and shows that mentally ill people in hospital sometimes behave aggressively. They may try to harm other patients, staff, property or themselves. In the UK, the National Audit of Violence found that a third of inpatients had been threatened or made to feel unsafe while in care. This figure rose to 44% for clinical staff and 72% of nursing staff working in these units.

In another study related to the workplace violence at the higher education institutes in Malaysia where the research has been taken to improve management understanding of which factors affect workplace violence. As it is found that Higher education is also effected by the workplace violence and suggest to provide different incentives, promotions on different levels of management. (MOHAMMAD AHMAD AL OMARI, HUSNA, LING SUAN CHOO, 2012) BRODIE PATERSON, KEVIN, VAUGHAN (2014), made research to find out how the trainers can be trained to remove the workplace violence and providing a mental satisfaction to the employees. This research has a high level of agreement that was found with the suggested indicators of best practice but the levels of agreement varied in some key areas and respondents identified a series of omissions from the charter and a number of potential challenges to its implementation.

We have studied the different aspects that might be considered as the aspects for the discrimination or violence at the workplace in which the five aspects that are being identified by the researcher are as (constructs), namely, moral imperative, organizational dissatisfaction, corporate social responsibility, non-spiritual business orientation and unethical leadership, that may contribute to mold a discrimination frame if not handled properly and suggested a set of research propositions. In addition, it offers some insights into a problem that deserves more theoretical development and pertinent managerial interventions. ANSELMO FERREIRA VASCONCELOS, (2015)

Research has also show that violence makes individual stressful that effects the organization performance, its effectiveness but few have opposite outcome as sometimes individuals use this violence, the frustration in their tasks to achieve distinctions, rewards that may be financial or non-financial

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3. Theoretical Frame Work

Our theoretic frame work consists of many variables. Violence depends upon or occurs due to not people getting equal rights, discrimination, and injustice.

Violence in Organizational society = Dependent variable
 Equal rights, discrimination ,justice= independent variable
 Peace disturbance = moderator variable
 Government policies, responsibility of Organizational society = intervening variable

3.1 Operational Definition

$VI=ER+D+J$

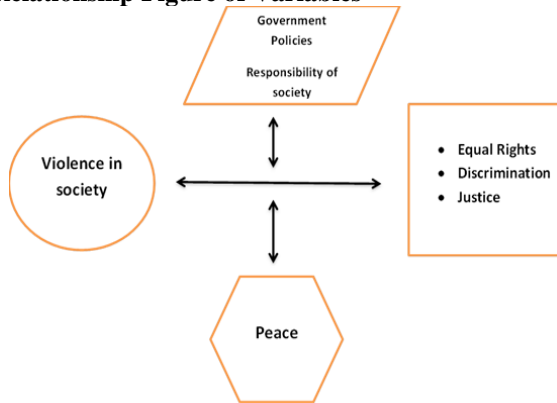
VI=violence

ER=equal rights

D=Discrimination

J=injustice

3.2 Relationship Figure of Variables



3.3 Model Specification

Violence in Organizational society Injustice, discrimination, equal rights Violence occur due to some factors which is present in the Organizational society .If persons do not get equal rights then the person will commit the violence and due to discrimination in the Organizational society and when people are not treated equally in the Organizational society they can do violence. It is the government responsibilities that they have to make such policies that all the people get equal rights and they are responsible for the peace in the Organizational society.

4. Data Description and Methodology

4.1 Data Description

We select sample from three major cities of Punjab, Pakistan. i.e Sialkot, Gujrat and Gujranwala.because these cities are consider as industrial areas in Punjab province.

We use questionnaire as data collection source, we ask to fill to our selected people which may give proper answer about our research which is violence. We collect the data by filling the questionnaire. We ask the different questions relevant to our variables from our selected people for gathering data.

4.2 Type of research

We are using the inquiry mode of research in which we use the qualitative approach. That approach provides us with the primary data through questionnaires that we fulfilled by the people living in these cities and belongs to an organizational background.

4.3 Data source

The data source is basically the students and employees who are doing internships and already serving at different organizational levels that related to the manufacturing sector and also from the young generation aging between 19 – 35

years who are job less or in search of it. They were the primary source of data collection and enable us to compile results of our research work.

4.4 Sampling technique

The sampling technique we are using is the proportionate stratified sampling. In this we defined a specific proportion to the sample size that consists of 250 volunteers. In which we are targeting 125 male volunteers and 125 females’ volunteers for the questionnaire purpose.

Following below is the figure that describes the hypothesis and general consensus of the individuals regarding subject matter.

Hypothesis	Strongly Agree	Agree	Neutral	Dis agree	Strongly disagree
H1: Violence is the individual stress	82	66	48	32	22
H2: Individual Stress effect Organizational performance	94	58	39	42	17
H3: Violence effect workplace productivity	87	59	51	44	9

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.345 ^a	.717	.167	.592

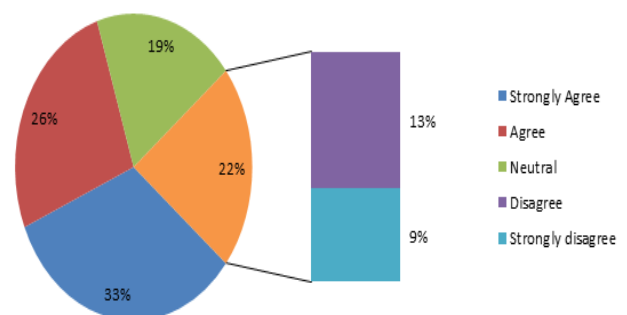
a. Predictors: (Constant), Is the violence is productive for the organizational success

Model	Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.400	1.212		.330	.773
	Do you find violence is the individual stress	.510	.428	.655	1.185	.365
	Is the violence productive for workplace and by individual stress	.000	.418	.021	.001	.010

a. Dependent Variable: Does the violence is effect the organizational society

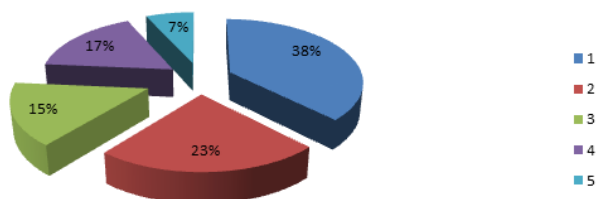
5.1 Pie graph of H1

H1: Violence is the individual stress



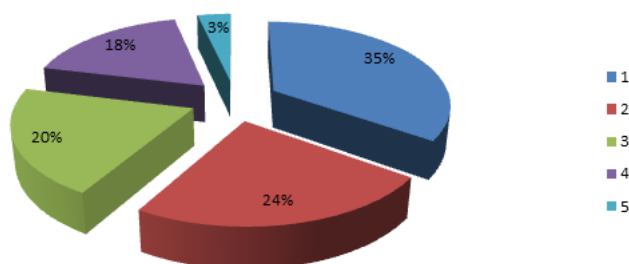
5.2 Pie Graph of H2

H2: Individual Stress effect Organizational performance

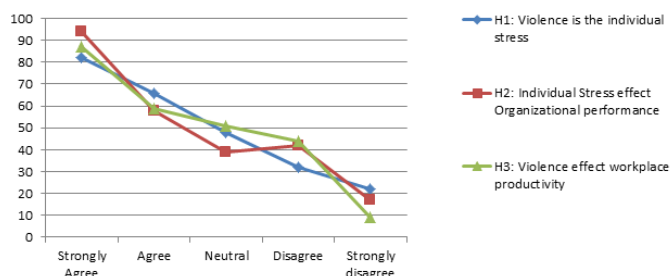


5.3 Pie Graph of H3

H3: Violence effect workplace productivity



5.4 Line Chart of Hypothesis H1, H2, H3



The questions we ask from our targeted people mostly strongly agreed with that the violence is to show power if a person have power to do thing by force they do because they have enough power to do such things and some people agreed with our views and very few people disagreed with our questions. So, this research paper shows that violence is also a personality trait and people are violent because they have personality of unlearns.

6. Conclusion and Discussions

In Pakistan, we use to hear about different news regarding violence at different levels, institutes and places as well; different reasons are come up against the violence, some people show that it is for their family or individual self-respect, personal revenge, traditional family issues and many more like that. To find out that whether these issues affect the organizational environment, research has been conducted to verify our hypothesis.

The results have shown that violence in the Organizational society which is prevailing and increasing provide individuals and organizations working to end violence with information that can help improve services, better understand the lives of others to live peacefully, develop programs based on sound research knowledge, and provide information to influence public policies that support victims of violence. Being a knowledgeable person of research

is an equally important contribution to research on violence in the Organizational society. It is becoming ever more evident that mental health conditions are involved in many cases of violence and abuse. so, we need to give proper education to people to uproot violence from the Organizational society and live peacefully in the Organizational society.

7. Limitations and Future Recommendations

This research has been conducted with some limitations which are in terms of population and sample size. As this research has been include the individuals at organizational society and we are focusing on the general organization to find out the initial results on our research question that what are the consequence and antecedents of this issue on the organizational society.

In case of future recommendations, I would prefer to conduct this study on country wide by determining the specific level of organization it may be the manufacturing related organization, service related or some organization that belongs to other category. Moreover, the population size will be enhanced with this and will be able to get more précised and accurate data regarding a specific issue. We can also involve the non-employees in this research that how being jobless effect their productivity as an individual in their respective roles of the society.

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