

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 Therapy
(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
simpler structures, 178–180
supportive climate, 100
threat assessment, 99–100
workaholism and, 13, 28–33
work–life balance and, 30, 33
- 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
- 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