

Breaking the Silence: Exploring Psychological Safety and Ethical Leadership amidst Bullying of Women Academicians in Uttar Pradesh Private Universities

Shivi Srivastava^{*} and Sumit Kumar Singh^{}**

*Faculty of Commerce & Management
United University, Prayagraj*

Abstract: This study looks at how workplace bullying affects women's psychological safety with reference to female academicians in private universities of Uttar Pradesh. Using a sample of 325 female academicians of Uttar Pradesh based private universities data were collected through validated instruments, including the Negative Acts Questionnaire-Revised (NAQ-R) for workplace bullying evaluation, and the Psychological Safety Scale for psychological safety evaluation. ANOVA and other statistical methods were used to find important correlations between the variables. The findings show that bullying at work considerably lowers psychological safety ($p = 0.01$). On the other hand, ethical leadership decreases workplace bullying and increases psychological safety ($p = 0.01$) of female academicians at Uttar Pradesh based private universities.

Keywords: Workplace Bullying, Ethical Leadership (El), Psychological Safety, Female Academicians and Private Universities

JEL Classification Number: J78, M12, D23

^{*} Corresponding author. Email: shivi@uniteduniversity.edu.in

^{**} Email: sumit@uniteduniversity.edu.in