Socio-Sexual Behavior and Workers Productivity in Nigeria

Goodfaith Nnenna Okeke[1], John Chidume Anetoh[2*], Chukwujekwu Jeffery Obiezekwem[3], Vivian Chioma Anetoh[4], Chizoba Adaeze Okafor[3], Ernest Monday Ebomah[5], Kobimdi Pamela Ikpo[6]

[1]*Department of Business Administration, Faculty of Management Sciences, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Anambra State, Nigeria*
[2]*Department of Marketing, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Anambra State, Nigeria*
[3]*Department of Entrepreneurship Studies, Faculty of Management Sciences, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Anambra State, Nigeria*
[4]*Department of Accountancy, Anambra State Polytechnic Mgbakwu, Anambra State, Nigeria*
[5]*Research Scholar, Recbot Research Centre, Nigeria*
[6]*Department of Marketing, Faculty of Business Administration, University of Nigeria Nsukka, Enugu Campus, Enugu State, Nigeria*
Corresponding Author*

Abstract: **This study centered on effect of social-sexual behavior on workers' productivity in banking sub-sector in Nigeria. The study sought to ascertain the extent sexual harassment affects the productivity of the employees. The study adopted a cross-sectional survey research design. The target population was the bank workers. The principal instrument for collection of primary data was the questionnaire which was structured in five point Likert scale. The test retest method was used to check the reliability of the measuring instrument. The result gave a reliability coefficient value of 0.771 which indicated an acceptable internal consistency. Multiple regression analysis statistical technique was used to test the hypotheses formulated to guide the study. The findings showed that sexual harassment increases turnover and absenteeism rate, lowers individual and group productivity and reduces manager's time to investigate complaints. The study recommended that the management should strictly adhere to rules regarding recruitment, promotion, discipline, reward and training so that merit prevails against nepotism because this will ensure that sexual harassment or sexual demands as a measure for bathe in these processes are avoided. It was concluded that sexual harassment and negative workplace romance in organizations can cause significant stress and anxiety that leads to mental and emotional problems.**

Keywords: **Socio-sexual, Behavior, Workers, Productivity, Nigeria.**

I. INTRODUCTION

Sexual behavior in the workplace is a widespread occurrence nowadays. It has been estimated that nearly about ten million consensual romantic relationships develop annually in the United States between employees working in the same organization. Notwithstanding that workplace romances may benefit the participants with respect to factors such as preferential treatment, financial satisfaction, gifts or large promises but punitive managerial actions also abound such as denial of appointment or promotion, job relocation or redeployment and even termination of employment (Pierce, Byrne & Aguinis, 2005). Undoubtedly, some organizational leaders and even scholars have long regarded social sexual behavior in the workplace as deviant, harassing in nature, and something organizations must eliminate or nipped to the bud in order to ensure maximum performance from the employees or workers (Karl, Leah, Marla, Jane & Alexis, 2014). Sexual harassment can start with verbal approaches such as referring to an adult as a babe or honey. It may take the form of looking at a person up and down, giving a message around the neck or shoulders or even whistling at someone.

Undoubtedly, the desire for sexual harassment may start from touching the person clothes, hairs or making sexual comments about a person's body. International Labour Organization (ILO, 2010) included blocking a person's path, hugging, kissing, patting and even romancing as sexual harassment practices. Furthermore, non-verbal forms of sexual approaches include making sexually gestures with hands or through body movements, putting someone hand around the shoulder, making facial expressions such as winking, throwing kisses, or licking lips. Additionally, intimidating a woman for sexual advances is also one of sexual harassment approaches (ILO, 2010). Surprisingly, interest or studies in socio-sexual behavior in the workplace comes primarily from non-academic business researchers and consultants. For instance, Lars and Ingia (2016) in their study on effect of employees' productivity created policy guidelines that will help to control and monitor workplace romances. Interestingly, the discourse that needs the attention of the researchers is whether organizations have the right or responsibility to intervene in employees' private workplace romances (Lars & Ingia, 2016).

The campaign to banish sexuality from the workplace can be seen even in the legal system. Apparently, there are stiffer and more serious punishments to any employee or employees whose actions are interpreted by others as having unwanted, hostile and threatening sexual connotations (Schultz, 2003).

Although some scholars have argued that sexual banter and jokes provide a fun and jovial atmosphere at work. Also that sexual flirtation and invitations can be flattering and could result in love and romance (Jennifer & Karl, 2009). Obviously, workplace romance and sexual harassment are examples of social–sexual behaviors experienced at work environment. Convincingly, both workplace romance and sexual harassment are construed as unethical organizational behavior. Interestingly, workplace sexual harassment is internationally condemned. Sex bigotry is a violation of human rights as more than seventy five countries have enacted legislation prohibiting it (Hersch, 2015). Yet despite all the efforts by organizational management and human resource professionals to eliminate social-sexual behavior from the workplace, everyday observation and empirical data revealed that employees continue to find ways to relate to one another as sexual beings. Therefore, the purpose of this study is to examine social- sexual behavior at workplace and ascertain its effect on workers' productivity in Anambra State of Nigeria.

Objectives of the Study

The main objective of this study is to examine the effect of socio-sexual behavior on workers' productivity. The specific objectives of the study are:

1. To ascertain the effect of sexual harassment on the workers' productivity.
2. To determine the extent to which workplace romance affects workers' productivity.

Research Questions

The following research questions are raised;

1. Does sexual harassment affect workers productivity?
2. How does workplace romance/sexual intimacy affect workers productivity?

Research Hypotheses

The following hypotheses were formulated to guide this study:

H_1: Sexual harassment has a significant effect on workers' productivity.

H_2: Workplace romance has a significant effect on workers' productivity.

II. LITERATURE REVIEW

Conceptual Framework

Socio-sexual behavior

We define social sexual behavior as workplace interactions occurring between two or more organizational members (including clients and customers) that are construed by the parties involved as having sexual connotations, but that are not necessarily perceived by one or more parties involved as having a threatening or harassing intent. Such behaviors can include flirting, complimenting each other's physical appearance, gentle touching, sexual innuendos, sharing sexual stories and dirty jokes (Karl et al, 2014). The impact on the individual who experiences sexual harassment in the employment context can range from irritation to serious debility, with long-term physical and/or psychological implications. Such harassment can create a work environment in which a person feels constantly humiliated, degraded and angry. Costs to an organization in refilling vacant positions in work left undone or performed by other employees on overtime, increased turnover and absenteeism, lower individual and group productivity, loss of managerial time to investigate complaints, and legal expenses, including litigation costs and paying damages to victims and in paying medical claims of those who seek help for physical and emotional stress can be substantial (Hersch, 2015).

Romances involving individuals at different levels in hierarchical position has created complicated issues in organization. These hierarchical romance relationships are often viewed as inappropriate and or unfair by the majority of employees because of the power dynamic and supervisory relationship and the potential for abuse or advantage to the lower ranked employee (Pierce, Aguinis & Adams 2000). The involvement of a manager or executive with a subordinate can significantly increase an organization's liability in the aftermath of a failed romance because of differences in power and authority, which may have led to implicit statements or workplace-related actions made during the romance and other employees tend to see supervisor-subordinate romances negatively due to the potential of unfair influence in work-related outcomes such as specific assignments, promotions, pay raises, and bonuses, which may have components of discrimination against them because of the perceived benefits to the participants (Nolan, Greggory and Karen, 2009). This has resulted in low morale of employees. Those who date superiors also lose trust from coworkers because of the possibility of unfair advantages they might receive (Malachowski, Chory & Claus, 2012). Undoubtedly, women are more likely to receive negative images than men for dating a superior (Horan & Chory, 2011). One major issue is that employees may inappropriately share confidential or sensitive information (Pierce & Aguinis 2005; Nolan, et al., 2009).

Sexual harassment

According to McDonald (2012) sexual harassment can be seen as unwanted or unwelcome, and which has the purpose or effect of being intimidating, hostile, degrading, humiliating or offensive." Yusuf (2010) defined sexual harassment as all forms of behavioral patterns such as sexual teasing, jokes, comments or unwanted pressure for sexual favor or date. Sexual harassment occurs in all occupations and industries, and organizational culture is key to understanding how and why it occurs in some places and not in others (Hunt, Davidson, Fielden & Helge, 2007). Sexual harassment is a chronic occupational health problem that first emerged in Journal of Occupational Health Psychology (James & Ann, 2017). Although both men and women are sexually harassed,

international survey data revealed that a majority of victims are women. Victims are more likely to be younger, hold lower-position jobs, work mostly with and been supervised by members of the opposite sex, and, for female victims, work in male-dominated occupations (Joni, 2015). Workplace sexual harassment has been shown to be responsible for undermining job satisfaction and affective commitment and also responsible for negative workplace psychological conditions such as stress, depression, and anxiety which, in turn, result in declines in organizational performance and productivity (Merkin, 2008). Sexual harassment in employment is unlawful and must be treated with necessary disciplinary action. It is important to have a clear policy against sexual harassment that provides a definition of what sexual harassment is. Ensure that all the workers have adequate training on these policies and procedures. Management must review policies to make sure they are up to date and accessible. Actively encouraging reporting in the workplace and giving manager credit for taken action to encourage reporting and modeling appropriate behavior. Promote standard of behavior through discussion, leadership and modeling. Creating staff contact officers who can provide confidential information about rights and your complaints procedure.

Workplace romance

Pierce and Aguinis (2009) defined workplace romance primarily as a sexual relationship between two members of the same organization. A workplace romance is defined as a consensual relationship between two members of an organization that entails mutual sexual attraction (Pierce, Karl & Brey, 2012). For the purpose of this study, workplace romance is conceptually defined as when two people within the same organization who are sexually attracted to one another consent to sexual intimacy or dating. Fundamentally, due to the great deal of time employees spend together, approximately 50 hours each week, friendships start to emerge through their shared experiences, and their desire for a built-in-support system friendship among coworkers (Rachel & Cooper, 2018). People may enter a workplace romance for reasons other than sexual attraction, such as love, ego, job, or power. An individual seeking love wishes to find a long-term companion. One motivated by ego seeks adventure, excitement, and confirmation of self-importance. In addition, a job-motivated individual seeks career advancement, employment security, financial rewards, a reduced workload, and/or more vacation time" "Those motivated by a lust for power may think a workplace romance will increase their work legitimacy and/or authority" (Lars & Inga, 2016). Sexual and romantic relationships at work may affect worker relations and productivity but research has shown that office romance can increase productivity, improve work climate and culture, add excitement, enhance communication, stimulate creativity and lead to higher job satisfaction (Pierce, Byrne & Aguinis 1996; Matthewman & Fultz, 2012). However, problems tend to surface when couples break up. When organizations opt to prohibit workplace romances, it is usually

under the pretext that such relations trigger either loss of productivity or favoritism. Supervisor–subordinate romance that is extra marital, in violation of an organizational policy that forbids supervisor–subordinate romantic liaisons, and motivated by the subordinate's desire for career advancement and the supervisor's desire for sexual gratification is apt to be perceived as unethical. Moreover, because sexually harassing behavior poses a potential risk to the target's physical and psychological well-being, it too may be perceived as unethical. The bottom line is that an employee's participation in either a workplace romance or sexually harassing behavior can constitute unethical behavior at work (Bowes-Sperry & Powell, 1999; Pierce & Agunis, 2005). Wilson (2015) describes two types of workplace romance; hierarchical (between two people at different levels in the organization) and lateral (between two people at equal levels). He maintains that hierarchical romances are more common and more problematic than lateral romances.

Managing workplace romance in an organization

1. There must be guiding policies and rules that must be put in place by management that guides the behavior of employees involved in workplace romance
2. Keep your relationship off workplace radar as much as possible. If you are in regular contact with your partner, keep it professional as possible
3. Always avoid talking in private places without other coworkers.
4. Let the employees know that office romances, relationships or affairs must be kept separate from the working environment
5. Supervisors must understand the appropriate disciplinary action that must be taken if a romance derails and disrupts the workplace.

Theoretical Framework

Social exchange theory is on the social science theories that have been applied to the study of human sexuality. This theoretical perspective is of particular relevance for understanding sexuality as it is negotiated between two people who have a relationship with one another. This theory proposes that social behavior is the result of an exchange process and the purpose is to maximize benefit and minimize costs (Cherry, 2018). The benefits are things you get out of the relationship such as promotion, increase in pay, friendship and social support and the costs involves such as distrust between your fellow employees, denied promotion based on favoritism. According to this theory, people weigh the potential benefits and risks of social relationships and abandon it if the risk outweighs the rewards (Cherry, 2018).

Empirical Studies

Jennifer and Karl (2009) examined sexual behavior at work: fun or folly?. The research studied 238 manufacturing and social service workers about their psychological well-being, work withdrawal, and exposure to sexual behavior at work. Respondents indicated how often they were exposed to

different sexual behaviors and how much they enjoyed or were bothered by them. They studied 1,004 university staff about their psychological well-being, drug use, feelings of being valued at work, and exposure to sexual behavior at work. They found out that some women and many men reported enjoying sexual behavior at work. The study concluded that sexual behavior at work predicted negative employee work and psychological well-being, even for employees who said they enjoyed the experience.

Idris, Adaja, Audu and Aye (2016) examined the causes and effects of sexual harassment on performance of female employees in some selected organizations in Kogi State, Nigeria. The researchers utilized data from both primary and secondary sources. The analysis was made using simple percentage while hypotheses were tested facilitated using the statistical package for social sciences (SPSS). The paper concludes that women at the lover cadre are mostly harassed and it affects their performance in the organizations. Finally, the paper recommends stringent rules be put in place to protect women against sexual harassment.

Merkin, (2008) assessed the impact of sexual harassment on turnover intentions, absenteeism, and job satisfaction. The study tested the effects of sexual harassment on overall turnover intentions, overall absenteeism and job dissatisfaction in Argentina, Brazil and Chile. Multivariate and logistic regression was employed while controlling for age, education, gender, marital status and race. The findings revealed that Latin American employees who were sexually harassed were likely to have more turnover intentions, engage in more absenteeism; yet they did not experience a significant decrease in job satisfaction. These results differ from US findings indicating that there are cross cultural differences in the consequences of sexual harassment. The more costly outcomes of sexual harassment are consistent with US findings, indicating the need for multinational companies to establish sexual harassment policies in Latin America.

Biggs, Matthewman and Fultz (2012) examined romantic relationships in organizational settings: gender in Management. This study aimed to understand from an individual manager and employee perspective in the UK and US, what personal experience individuals had on workplace romance and what this meant to them personally and in terms of company policy. The study utilized qualitative interviews which were preferred over other methods, such as focus groups by the participants. The sample consists of 21 employees and 15 managers from Maryland, Oregon, Pennsylvania and England. They found out that Managers and entry level employees feel that workplace romance was acceptable if it has minimal impact on the workplace. The study concluded that managers and entry level employees agree on the importance of companies having a policy on how workplace romance will be handled.

Hendrick, (2013) studied the effect of dissolved workplace romance on the psychosocial functioning and the productivity of involved employees. The study followed a qualitative

research approach in that it covered employees' experiences and productivity psychosocial functioning in the workplace amidst a relationship breakdown, a collective case study design was utilized. The researcher conducted a word and content analysis and an extensive literature study. They found out that different participants had different and unique emotional experiences and the impact of their functioning varied from time to time and from individual to individual. It concluded that there is overall negative breakdown of workplace romance on the psychosocial functioning on productivity of involved employees in the workplace.

III. METHODOLOGY

The researcher adopted a cross-sectional survey research design. This study was conducted in three selected banks in Anambra State of Nigeria namely; First bank, Fidelity bank and Union bank. Stratified sampling technique was used to narrow the banks to the three senatorial districts in Anambra State. The target population of the study consists of bank workers/ employess. The banks were then selected using simple random sampling technique. The purposive sampling technique was used to narrow the focus area to only those who are connected with senior and junior administrative staff. The primary source of data is the use of the questionnaire. The sample size of the study was 120 bank employees. The questionnaire developed for the study was subjected to reliability check as well as validation. For the reliability check, the study used test retest method to establish and confirm internal consistency as well as the reliability of the measuring instrument. The Cronbach's alpha was used to test the reliability of the research instrument. Importantly, the reliability of the research instrument yielded on the average a value of 0.771. Hence, the coefficient result revealed that the instrument was reliable for the main survey. For validity check, three research experts validated the measuring instrument which ensured its soundness and appropriateness for the main survey. The researchers distributed 120 copies of the questionnaire to the respondents selected. The researchers reported that out of 120 copies of the questionnaire distributed to the respondents, only 110 were properly filled and found relevant for the analysis while the remaining three copies of the questionnaire were not properly filled while seven copies were misplaced by the respondents. For the test of hypotheses formulated to guide this research, multiple regression analysis was used to test the hypotheses.

IV. RESULTS

Data Presentation and Analysis

Table 1: Age distribution of the respondents

Age	Frequency	percentage
Below 25 years	21	19
26-35 years	25	23
36-40 years	40	36
41 years and above	24	22
Total	110	100

Source: Field Survey, 2020

Table 2: Years of working experience

Years of experience	Frequency	percentage
1 year	12	11
1-5 years	44	40
6 years and above	54	49
Total	110	100

Source: Field Survey, 2020

Table 3: Marital status

Marital Status	Frequency	Percentage
Single	65	59
Married	45	41
Total	110	100

Source: Field Survey, 2020

Analysis based on the research questions

Research question 1: Effect of sexual harassment on workers' productivity

Sexual harassment					
Questionnaire Items	SA	A	N	D	SD
Request or demand for sexual favors affects workers morale	66	21	11	5	7
Unwelcome verbal or nonverbal conduct of sexual nature affect workers productivity	72	32	1	3	2
Sexual harassment increases turn over and absenteeism, lower individual and group productivity, loss of managerial time to investigate complaints	65	36	2	4	3
Workplace sexual harassment has been shown to be responsible for undermining job satisfaction	45	62	1	1	1
Physical contact and advances of sexual Nature affect workers performance	44	60	3	4	2

Source: Field survey, 2020.

The table above shows the opinion of respondents on Effect of sexual harassment on workers' Productivity. As could be seen from the table, five test questions were posed. The first test question was to determine if Request or demand for sexual favors affects workers morale. From the responses, 60% strongly agreed, 19% agreed, 10% remained undecided, 5% disagreed and 6% strongly disagreed. The second test question was to determine if unwelcome verbal or nonverbal conduct of sexual nature affect workers productivity. From the responses, 65% strongly agreed, 29% agreed, 1% remained undecided, 3% disagreed and 2% strongly disagreed. The third test question was posed to determine if Sexual harassment increases turnover and absenteeism, lower individual and group productivity, loss of managerial time to investigate complaints. From the responses, 59% strongly agreed, 32% agreed, 2% remained undecided, 4% disagreed

and 3% strongly disagreed. The fourth test question was posed to determine Workplace sexual harassment has been shown to be responsible for undermining job satisfaction. From the responses, 41% strongly agreed, 56% agreed, 1% remained undecided, 1% disagreed and 1% strongly disagreed. The fifth test question sought out to determine if Physical Contact & Advances of Sexual Nature affect workers performance. From the responses, 41% strongly agreed, 53% agreed, 2% remained undecided, 2% disagreed and 2% strongly disagreed. The table shows that 52% of the respondents on the average strongly agreed with the Statement of the items, 39% agreed, 3% were undecided, 4% disagreed and 2% strongly disagreed.

Research question 2: Effect of workplace romance on workers' productivity

Workplace romance					
Questionnaire Items	SA	A	N	D	SD
Workplace romance leads to favoritism or manipulation	55	35	9	3	8
Workplace romance results to lack of trust and transparency.	45	48	11	2	4
employees may inappropriately share confidential or sensitive information	55	37	5	4	9
Workplace romance demoralizes employees morale	32	47	10	11	10
Disruption of workplace romance negatively affect workers productivity	52	35	8	5	10

Source: Field survey, 2020.

The table above shows the opinion of respondents on effect of workplace romance and sexual intimacy on workers' productivity. As could be seen from the table, five test questions were posed. The first test question was to determine if workplace romance leads to favoritism or manipulation. From the responses, 50% strongly agreed, 32% agreed, 8% remained undecided, 3% disagreed and 7% strongly disagreed. The second test question was to determine if workplace romance results to lack of trust and transparency. From the responses, 41% strongly agreed, 44% agreed, 10% remained undecided, 1% disagreed and 4% strongly disagreed. The third test question was posed to determine employees may inappropriately share confidential or sensitive information. Based on the responses, 50% strongly agreed, 33% agreed, 5% remained undecided, 4% disagreed and 8% strongly disagreed. The fourth test question was posed to determine whether workplace romance demoralizes employees' morale. Based on the responses, 29% strongly agreed, 43% agreed, 9% remained undecided, 3% disagreed and 9% strongly disagreed. The fifth test question sought out to determine if disruption of workplace romance negatively affect workers productivity. Based on the responses, 47% strongly agreed, 32% agreed, 7% remained undecided, 5% disagreed and 9% strongly disagreed. The table shows that 43% of the respondents on the average strongly agreed with

the statement of the items, 37% agreed, 8% were undecided, 5% disagreed and 7% strongly disagreed.

Table 1: Descriptive Statistics of the Variables

Variables	Mean	Standard Deviation
Worker productivity	20.28	3.330
Sexual harassment	17.82	4.255
Workplace romance	17.86	3.697

Source: SPSS Output.

This table present the summary of statistics used in the analysis. It provides information about the mean and standard deviation of the variables used in the study. The mean value for worker productivity is 20.28 while the standard deviation is 3.330. Sexual harassment recorded a mean value of 17.82 and a standard deviation of 4.255. Workplace romance and sexual Intimacy recorded a mean value of 17.86 and a standard deviation 3.697 respectively respectively 4.264 respectively.

Correlation Analysis

Pearson correlation was employed to measure the strength of the relationship between the independent variables and the dependent variables. Importantly, Pearson correlation coefficient is a measure of the strength of a linear association between two variables and is denoted by r. Table 2 shows the summary result of correlation coefficient.

Table 2: Correlation Matrix

	WP	SH	WR
Pearson Correlation	1	.141*	.216*
Workers Productivity Sig. (2-tailed)		.013	.388
N	110	110	110
Pearson Correlation	.141*	1	.247
Sexual Harassment Sig. (2-tailed)	.013		.000
N	110	110	110
Pearson Correlation	.216*	.247	1
Workplace romance Sig. (2-tailed)	.000	.394	.728
N	110	110	110

*. Correlation is significant at the 0.05 level (2-tailed).
Source: SPSS Computation Output, 2020.

Table 2 presents the correlation analysis which shows the extent of association between the dependent and independent variables used in the study. The correlation coefficient between sexual harassment and worker productivity has the value of 0.141 which is statistically significant using the benchmark of 0.05 level of significance. This indicates that sexual harassment has a positive moderate relationship with worker performance. Also, workplace romance and sexual intimacy recorded a correlation coefficient of 0.216 which is statistically significant at 5% (0.05) level of significance. This indicates a strong association with workers productivity.

Multiple Regression Analysis

Multiple regression result was employed to test the relationship between social-sexual and workers productivity. The result of the multiple regression analysis is presented in tables 3.

Table 3: Summary of the Regression Result

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.286[a]	.682	.570	3.212	1.767

a. Predictors: (Constant), Sexual harassment, Intimacy
b. Dependent Variable: worker performance
Source: SPSS Computation Output.

Table 3 shows that R^2 which measures the strength of the effect of independent variable on the dependent variable have the value of 0.682. This implies that about 68% of the variations in workers' performance are explained by variations in sexual harassment and workplace romance and sexual intimacy. This is supported by the adjusted R^2 value of 0.570. In addition, in order to check for autocorrelation in the model used for the study, the Durbin-Watson statistics was employed. Apparently, the Durbin-Watson statistics value of 1.767 as presented on table 3 shows the absence of co-linearity. This implies that the variables in the model are not auto correlated and that the model is reliable for predications.

Table 4: Multiple Regression Coefficients Result

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.221	1.091		6.633	.000
	Sexual harassment	-.179	.051	-.494	4.012	.001
	Workplace romance	-.130	.047	-.240	2.174	.023

Dependent variable: workers performance.

Test of Hypothesis One

$H0_1$: Sexual harassment has no significant effect on workers' productivity.

HA_1: Sexual harassment has a significant effect on workers' productivity.

Based on the result on table 4, sexual harassment has a t-statistics of 4.012 and a probability value of 0.001 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypothesis which states that sexual harassment has a significant effect on workers' productivity. Sexual harassment has a negative coefficient value of -.179. This implies that sexual harassment significantly but negatively reduces the productivity of the workers.

Test of Hypothesis Two

$H0_2$: Workplace romance has no significant effect on workers' productivity.

HA_2: Workplace romance/sexual intimacy has a significant effect on workers' productivity.

Based on the result on table 4, workplace romance has a t-statistics of 2.174 and a probability value of 0.023 which is statistically significant. Therefore, we reject the null hypothesis and accept the alternative hypothesis which states that workplace romance has a significant effect on workers' productivity. Sexual harassment has a negative coefficient value of -.130. This implies that workplace romance significantly but negatively reduces the productivity of the workers.

V. DISCUSSION

Social sexual behavior is an inescapable feature of human interaction that cannot be completely controlled in organizations. The results of the tested hypotheses from the two objectives of this study were discussed accordingly. Accordingly, the specific objective one sought to ascertain the influence of sexual harassment on workers' productivity. Based on the results as shown on tables 3 and 4, it was found that sexual harassment has a significant negative relationship with worker performance. This is consistent with the findings of Joni (2015) that found that workers who are sexually harassed were found to have lower job satisfaction, suffer a range of negative psychological and physically-health consequences which eventually lower individual and group productivity. The implication of this finding is that management should put up standing orders and a very clear policy pertaining to the removal, dismissal and suspension of the workers associated with sexual harassment cases. Regarding the second specific objective of this study, the finding revealed that workplace romance and sexual intimacy significantly but negatively affect the productivity of the workers. Based on the results, it was found that workplace romance has a negative significant relationship with workers' productivity. This finding in line with the findings of Hendrika (2013) that productivity indicators such as work functioning, attendance and level of work motivation and commitment were generally negatively affected by the breakdown of workplace romance and sexual intimacy.

VI. CONCLUSION AND RECOMMENDATIONS

Sexual harassment and negative workplace romance in organizations can cause significant stress and anxiety. This can also lead to mental and emotional challenges which often lead to physical and psychological health challenges such as loss of appetite, weight fluctuations and headaches. Conclusively, it also have direct effect on the employers and even on the global economy owing to the fact that millions of the workers have been fired due to sexual harassment, workplace romance, sexual intimacy, absenteeism, low productivity, employee turnover, low morale, premature

retirement and other related offences. The study concludes that a hostile working environment characterized by pervasive sexual harassment can make employees uncomfortable. Both managers and employees should stress that company policy should place a complete ban on workplace romance. Also that workplace romances should be handled on a case by case basis. Based on the findings, the study recommends the following;

1. The management should strictly adhere to rules regarding recruitment, promotion, discipline, reward and training so that merit prevails against nepotism, ensure that policy on sexual harassment is well understood.

2. The management should provide advice and guidance when sexual harassment occurs. They should provide channels through which individuals who feel they have been or are being sexually harassed can seek assistance or even register the complaint to the management.

3. The management should stress that any worker who engaged in extra-marital or workplace romances must be punished because such sensitive relationships could create problems.

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