Abstract:
The current study aims to examine the effectiveness of sexual harassment training in a hospital environment. Effectiveness was measured in terms of employees’ increased awareness of training materials. The researcher collected data from 248 employees working at Advocate Lutheran General Hospital. Subjects participated in a 20 minute didactic training session which was delivered via power point presentation. Each participant was given a pre-assessment and post-assessment quiz measuring their awareness of workplace harassment. In general, when examined as a whole, training appeared to significantly increase awareness from pre to post test conditions. This suggests that training is an effective method for raising employees’ awareness of workplace harassment in a hospital setting.

Methods:

Design:
Identified sampling which includes employees from Advocate Lutheran General Hospital from six different departments.

Quantitative pre and post questionnaires: 15 true or false questionnaire items were obtained from Advocate’s policy handbook, Title VII of the Civil Rights Act of 1964, the U.S. Equal Employment Opportunity Commission (EEOC) concerning workplace harassment, and Illinois Department of Human Rights (IDHR).

Procedure:
After obtaining informed consent, a total number of 248 subjects participated in workplace harassment training.

The pre-questionnaire consisted of basic demographics and assessed employees awareness of workplace harassment policy.

Subjects participated in a 20 minute didactic training session which was delivered via power point presentation.

Further participation was asked to take the post assessment questionnaire.

Workplace harassment brochures were developed and distributed.

Data was collected and analyzed via SPSS/PASW 18 by the primary investigator.

Results:

Employee exhibited an increase from pretest to posttest conditions, M = 72.28 v. 73.95, 6(6) = 2.25, p = 0.068, though this increase failed to reach statistical significance.

Employees exhibited a statistically significant increase from pretest to posttest conditions, M = 74.58 vs. 78.14, 5(6) = 5.24, p = 0.002. These results suggest that training increased employees’ awareness and knowledge of the topic.

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Limitations & Recommendations:

Limitations:
- Time constraints
- Literacy level
- Concept of true and false question format
- Culturally diverse subjects

Recommendations:
- Increase the length of training sessions
- Lower the English literacy level
- Questionnaire format as a multiple choice format
- Translation of the content about workplace harassment in different languages

Concluding Remarks:

In general, when examined as a whole, training appeared to significantly increase awareness from pre to post test conditions. This suggests that training is an effective method for raising employees’ awareness of workplace harassment in the hospital setting.

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References:


