



RETAINING EMPLOYEES THROUGH ANTI-SEXUAL HARASSMENT PRACTICES: EXPLORING THE MEDIATING ROLE OF PSYCHOLOGICAL DISTRESS AND EMPLOYEE ENGAGEMENT

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The present study utilized sexual harassment, organizational climate, and engagement theories to articulate a process model of how perceived anti-sexual harassment practices and sexual harassment incidents relate to affective commitment and intentions to stay. The authors hypothesized that perceived anti-sexual harassment practices and sexual harassment incidents would relate to employee engagement, both directly and indirectly through psychological distress. Moreover, psychological distress and employee engagement were hypothesized to mediate the relationships of perceived anti-sexual harassment practices and sexual harassment incidents with affective commitment and intentions to stay. Study findings supported these hypotheses within two subsamples of female (N = 3,283 and 3,207) and male (N = 3,460 and 3,300) military personnel. © 2014 Wiley Periodicals, Inc.

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Sexual harassment (SH) continues to be an important workplace concern. SH is associated with a number of negative employee outcomes such as reduced job satisfaction, psychological well-being, and work productivity, as well as increased withdrawal behaviors

(Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997; J. H. Williams, Fitzgerald, & Drasgow, 1999; Wright & Bean, 1993). SH incidents have negative organizational implications as well. In 2011, 11,364 SH charges were filed with the Equal Employment Opportunity Commission (EEOC), and plaintiffs recovered

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