

Influence of Sexual Harassment, Occupational Stress, Emotional Intelligence and Job Satisfaction on Withdrawal Cognition of Female Media Practitioners in Oyo State, Nigeria

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Abstract: The study investigated the pattern of relationship among the independent variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) and the dependent variable (withdrawal cognition). The study further examined the joint and relative contribution of the independent variables to the prediction of the dependent variable. It made use of simple random sampling in selecting 200 female media practitioners from 5 media organizations in the state. The study sample responded to 5 valid and reliable instruments-sexual harassment inventory, occupational stress inventory, emotional intelligence inventory, job satisfaction inventory and withdrawal cognition inventory. Three research questions were asked and answered. Pearson Product Moment Correlation and Multiple Regression were used to investigate the predictive capacity of the independent variables on the criterion measure. The result indicated that the four independent variables were effective in predicting withdrawal cognition. Each of the variables contributed significantly to the prediction of withdrawal cognition with occupational stress making highest contribution to the prediction of withdrawal cognition. Suggestions were made on how to diminish withdrawal cognition among female media practitioners by exposing them to emotional intelligence, stress reduction trainings and improvement of condition of service.

Key words: Sexual harassment, occupational stress, emotional intelligence, job satisfaction withdrawal cognition

INTRODUCTION

Media organizations whether Print or electronics are to educate, inform, entertain and enlighten the public about government activities and programmes and the happenings around the society and the world at large. However, the complexity of the modern world makes the accomplishment of these objectives in terms of knowledge's resources and skills of the media practitioners rather heavy. The magnified responsibility of a media practitioner and widened tasks as a result of development in science and technology lead to a rapid political and social changes and the broadening horizon of the audience. Again in order to meet the needs of their audiences, media practitioners have to work round the clock and of course provide services for the whole 24 h. These, therefore, make their work arduous and stressful particularly for women who have to combine home making with worker-ship.

Withdrawal cognition according to Blacksbury (2000) is a process, which comprises construct of withdrawal intention (thinking of quitting, intention to search and intention to quit) as well as constructs of withdrawal

behaviours (actually quitting, absence). A recent meta-analysis used the construct of intention to quit, thinking of quitting, withdrawal cognition and expected utility of withdrawal as the components of withdrawal intentions (Griffeth, 2000). Operationally, Hom and Griffeth as reported by Blacksbury (2000) argued that withdrawal cognition consists of three items: Thinking of quitting, intent to search and intent to leave.

Withdrawal cognition becomes more manifest in any organization where the workers do not feel the effects of fairness and justice. The first principle of justice requires a judgment of balance. This principle requires one to compare a given decision against other similar decisions in similar situations. Evaluating the outcomes of one or more people makes comparison of balance and equating those outcomes to the value of the inputs they provide the organization. Correctness is the second internal principle by which a decision, process or action is evaluated. Correctness can be seen as the quality, which makes the decision seem right. Therefore one makes decision about the perceived justice of some actions that harms or benefits someone by deciding whether the action appears to be both balance and correct.

In view of the pervasive and invasive problems of withdrawal cognition and its consequent effects on the media industries, the present study is undertaken with a view to measure the predictive capacity of sexual harassment, occupational stress, emotional intelligence and job satisfaction on withdrawal cognition.

Sexual harassment is an unwelcome or unreciprocated behaviour, which makes an employee or customer feel intimidated, offended or belittled in the workplace (Akinboye, 2002). Harassment can take place between:

- An employee and a boss
- Co-workers.
- An employee and another person in the workplace, for example a customer.

Harassment can occur in any location where people are working including those where services are delivered outside the usual place of work. In the case of women working with media organizations, their regular exposure may open them up for harassment from audiences.

Heleigh (2006) describe sexual harassment as the term used when one person harasses another in the workplace. As the name implies, sexual harassment is of a sexual nature and the classic example of sexual harassment is when a male boss promises to promote a female subordinate in exchange for sexual favour. According to Heleigh (2006) sexual harassment usually involves someone in a lower position being sexually harassed by someone in a higher position of power. Other examples of sexual harassment include telling jokes of a sexual nature, making level comments about a coworker's appearance, touching the co-worker inappropriately and repeatedly stating that women (or men) are inferior and incompetent on the job. Sexual harassment takes many forms, however and is not limited solely to men harassing women.

Sexual harassment is one of the most difficult situations for employers to handle and unfortunately one of the most pervasive problems in the workplace. Employment conditions based on sexual advances, sexual favours or other physical or verbal sexual contact and promotion or job conditioned on intimate relations with the employers will not only affect the morale of the employee but may also spell doom for the organization. This is because the best candidate may either not be employed or frustrated while on the job. The consequent effects, of this action will not be felt by the organization alone but also by the larger society.

Hostile working environment is also a form of sexual harassment, which has its adverse effects on the organization as well as the society. A hostile working environment can be as straight forward as a supervisor

making sexual advances or asking for sexual favours, or it can be more amorphous, as in the case where a co-worker sends pornographic e-mails or shares lewd or offensive jokes, in the workplace. Simple hostility toward one employee or a group of employees because of their gender constitutes sexual harassment. This kind of a situation is rampant in a workplace where women take over position formally occupied by mostly men.

A situation where the boss always condemn the work of his subordinate because the subordinate has refused sexual advances, or sexual favours requested by the boss is not only frustrating but can equally damaged the careers prospect of the subordinate. Many female employees have left their places of work as a result of humiliation by their bosses, just because they have refused to satisfy the boss sexual demands. Some women must have been thrown out of their matrimonial homes because they yielded to the sexual advances of their boss in order to maintain their position or job.

Equal Right Advocates (2006) postulates that if you are fired, refused promotion, demoted, given a poor performance evaluation, or reassigned to less desirable position because you reject sexual advance, that almost certainly is sexual harassment. Even if the conduct does not result in economic injury or change of status to your job, it may be sexual harassment if the conduct unreasonably interferes with your work performance or create an "intimidating, hostile, or offensive work environment." For example, it may be regarded sexual harassment, if repeated sexual comments make you so uncomfortable or if you decline professional opportunities because it will put you in contact with the harasser.

Allisson and Taylor (2006), wrote that sexual harassment or gender discrimination can be demonstrated in two different circumstances. The first is when a supervisor engages in gender discrimination in the workplace by imposing conditions on the individual. The second is when a supervisor requests sexual favours in return for granting employment opportunities. Both of these are forms of sexual harassment. In each of these situations, gender does not matter. Men and women can both be victims of sexual harassment in the workplace.

Allisson and Taylor (2006) identified two types of sexual harassment: Quid pro quo harassment and hostile work environment sexual harassment. Quid Pro Quo Harassment occurs when an employer condition any term of employment on the performance of sexual favour. For example, an employer can require an employee to engage in sexual conduct to keep from getting fired.

Hostile work environment sexual harassment occurs when an employer maintain an environment where offensive conduct of a sexual nature is either tolerated or

encouraged and that conduct makes others feel uncomfortable or conditions unreasonably interfere with an employee's performance in the workplace on the account of his or her sex. A hostile environment can also exist on the basis of racial discrimination, sexual orientation discrimination, religion discrimination, disability discrimination or age discrimination.

Sexual advances, request for sexual favours and other verbal or physical conduct of sexual nature constitute sexual harassment. These conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual work performance or created an intimidating, hostile or offensive work environment. When the work environment is not friendly, the next thing that comes to mind is the possibility of changing job, which is withdrawal cognition.

Occupational stress is the harmful physical and emotional responses that occur when the requirements of job do not match the capabilities, resources or needs of the workers. According to Akinboye (2002) stress is an ineffective and unhealthy reaction to change. Stress describes a force, which affect human being physically, mentally, emotionally, socially and spiritually. It is the body response to any undesirable mental, physical, emotional, social or environmental demand. Stress describes physical trauma, strenuous exercise, metabolic disturbances and anxiety. Which challenges the body homeostasis (well being). Stress has been an age-long phenomenon that has great-impaired work behaviours. Stress has also been defined in terms of role demands originating in the work environment. Thus, excessive stress is aroused by stressors drive, conflict and overload responsibilities, which lead to burnout.

According to Kerry (2006) less worker autonomy, indeterminate hours of work, work intensification and the infinite expansion of shift times are creating stressors that the officers can no longer accommodate. Discourses on the etiology of occupational stress are played out in the analysis and structural theories, were found to be the most opposite. The dominant discourse on the etiology of stress locates the cause of stress within an individual's personality. The proponents of this discourse study hardiness, locus of control, coping and adaptation skills as well as stress generating personality types.

Stress can also be described as a state of worry resulting from pressure caused by the problem of living (Yoloye, 2004). In the field of mental health and counseling, occupational stress research has indicated that job stressors are related to strains, mental and physical ill-health among employees. Resentment and frustration in the workplace often lead to anxiety,

depression and are quite often identifiable psychological antecedents of psychological illness. Occupational stress is usually psychological and this is most dangerous because if not well managed it could ultimately affects the physical as well as social aspect of life. According to Yoloye (2004) stress is characterized by the feeling of fear, anxiety, depression, grief, guilty and anger. Alege (1988) listed some factors that lead to stress as overcrowded working place, lack of materials, poor incentives, involuntary transfer, lack of interest in the job, retrenchment threats, power relationship with the boss and workers, poor physical environmental conditions, conflict of work and family demand, inability to reach desired goal, personal problem, poor communication and even gossip.

Although, occupational stress is not a disease but its affects can be deleterious as that of a dreadful disease. The need to study the effect of occupational stress on withdrawal cognition among female media practitioners is borne out of the harmful effect occupational stress could have on individuals, organizations and the society. Stress in the workplace has assumed increased importance and proportion in recent time. The pressure at work particularly the emphasis on enhanced productivity has exaggerated the amount of stress being experienced by workers of the 21st century (Akinboye and Adeyemo, 2002). While a modicum of stress at work may enhance work motivation, the terrific dramatic changes in the concept of work and the concept, workers have to handle in working may sometime be frustrating. This in turn generates a lot of job insecurity, anxiety, frustration and challenges that are terribly stressful in the modern workplace.

According to Akinboye and Adeyemo (2002) a number of studies and clinical practices have observed that many factors in the workplace course stress, such factors include: Sexual harassment, lack of job satisfaction, low emotional intelligence, long hour of work, feeling of lack of control, conflict at work, work shift, poor social skills, burnout etc. Stress in the workplace is said to be pervasive and invasive. The 1992 annual United Nations report cited stress in the workplace as a "20 th century disease" that require treatment. Almost 80% of employees often describe their job as stressful (Akinboye and Adeyemo, 2002). Some organizations pay the price for workers who suffer from job related stress. A lot of expenses are now incurred on stress in the workplace problems, such as absenteeism, tardiness, burnout, lower productivity, high turnover or turnover intention, workers compensation bills and medical insurance. Occupational stress, if not timely checked and controlled can lead to high blood pressure. Factors responsible for occupational

stress include work characteristics and working conditions. Job conditions play important roles in occupational stress of female media practitioners, even though the role of individual coping capability cannot be ignored.

Emotional intelligence has been described as force that drives human behaviours and actions (Akinboye, 2002). According to him no human action whether good or bad is emotion free. Actions on the other hand affect emotions. Thus emotions and actions are mutually dependent. While character is the foundation of all human behavioural functions, Emotional Intelligence largely determine human character. In fact, Emotional Intelligence is now described as the major determinant of human success, accounting for 80% of human performance while General Intelligence (IQ) account for 20% (Goleman, 2004).

Goleman (2004) formulated the best-known theory of emotional intelligence. Goleman explanation of the construct was based on Salovey and Mayer's (1997) original theory. Among other claims Goleman theorized that emotional intelligence is equal to, if not more important than IQ as an important indicator of success in one's professional and personal life. Elaborating further on the construct, he explained that an individual's emotional intelligence can affect one's work situation. He also applied his conceptual understanding to organization as a whole.

One important aspect of emotional intelligence is emotional competencies. Goleman described emotional competencies as a learned capability based on emotional intelligence that results in outstanding performance at work. Emotional competencies are job skills that can and indeed must be learned. Emotional intelligence competencies were useful and could certainly enhance productivity at work. Emotional intelligence is a foundational behaviour for work ethics, ethical code of conduct, integrity, honesty, fairness and human dignity in the workplace. Emotional Intelligence includes good character, integrity, empathy, honesty, maturity, impulse control, emotional self-awareness, human dignity, flexibility, reality testing, trust and others. Mayer and Salovey (1997) construed emotional intelligence as the capacity to reason about emotions. This formulation include ability to accurately perceive, appraise and express emotions; the ability to access or generate feelings that facilitate thought; the ability to understand emotions and emotional knowledge; and the ability to regulate emotions to promote emotional and intellectual growth.

Bar-On (1997) characterized emotional intelligence as "an array of non-cognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures. Thus there is little agreement over whether emotional intelligence

represents a cognitive aptitude for processing emotional stimuli, attributes of personality such as integrity and character, or some facility for adapting to challenging situations. Bar-On referred to happiness and positive mood as components of emotional intelligence, whereas positive emotions could be better seen as outcomes, dependent on successful resolution of challenging encounters. Intelligent individuals with high emotional intelligence, experience continuous positive moods and feelings that generate high levels of satisfaction and well being compared to individuals who experience such feelings and moods as disappointment, depression and anger, because they cannot reach a higher level of general satisfaction and fulfillment.

Griffeth (2000) postulated that emotional intelligence may significantly diminish employee's withdrawal cognition because of the ability to better regulate emotions. Emotionally intelligent individuals are adept at putting themselves in positive affective states and although they may experience negative affective states at times, these do not have significant destructive consequences. Being in positive affective states is of importance in the sense of not becoming despondent in the sense of not becoming despondent in the face of daily and even more profound obstacles occurring in organizational life. Rather, the individuals are likely to see the positive side of things and use their emotions. For example, to enhance persistence at challenging times and facilitate creativity for resolving difficulties. To a certain degree, emotionally intelligent individuals perceive themselves as part of the solution. As such, they feel a high level of identification and are less likely to develop withdrawal intention.

Emotionally intelligent individuals are optimistic, a trait that enables them to focus on the resolution, rather than the reasoning (who is at fault). The work in any given organization imposes difficulties that may result in feelings of frustration. Emotionally intelligent individuals would not hold the organization responsible for every feeling of frustration (Abraham, 1999) as they are adept at placing themselves in positive effective states and able to experience negative effective states that have significant destructive consequences. This is especially true for senior managers who have to reconcile the feelings of frustration of conflicting interest groups within and outside the organization. According to Abraham (1999) this can be done effectively only when they are able to replace themselves in a positive state of mind. In addition, emotionally intelligent individuals would know how to avoid dysfunctional emotions and use them in adaptive ways to alleviate feelings of frustration. Thus emotional intelligence is expected to augment a higher level of affective commitment to the organization and diminish the level of continuance commitment (Abraham, 1999).

Different people give different assessment of the job they do. Individual evaluation of his or her job reveals whether or not the job is satisfying to him or her. Job satisfaction is one of the most widely used and measured constructs in organizational behaviour and management literature. Interest in job satisfaction proceeds from its relationship to other substantial organization outcomes including absenteeism, organizational commitment, turnover, turnover intention and performance (Blacksburg, 2000). The theoretical definition of job satisfaction includes evaluation component. For example, Blacksburg (2000) defined job satisfaction as a pleasurable emotional state resulting from appraisal of one's job or job experience. He also regarded job satisfaction as an effective responses resulting from the evaluation of work situation. It is widely accepted that job satisfaction is a function of work related reward and values.

Roberto and Artonio wrote that job dissatisfaction prompts the thoughts of quitting that lead into a job search and evaluation of different opportunities with eventual departure from the job. Griffeth (2000) argued that job satisfaction and organizational commitment are by far the main predictors of turnover. Blacksburg (2000) reported that job dissatisfaction has an indirect effect on turnover through its direct effect on formation of intent to leave. He also found that overall job satisfaction, satisfaction with the work itself, pay satisfaction and satisfaction with supervision were negatively associated with turnover.

Purpose of the study: The objectives of this study are two folds. First, the study intended to look at the joint effects of sexual harassment, occupational stress, emotional intelligence and job satisfaction on withdrawal cognition. It was also the objective of the study to examine the relative contribution of the independent variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) to the prediction of the criterion measure (withdrawal cognition).

Research questions: To actualize the aforesaid objectives the following three research questions were addressed in the study.

- Are there significant relationships among the independent variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) and dependent variable (withdrawal cognition)?
- To what extent could the independent variables as a block predict withdrawal cognition among the participants?
- Are the individual variables capable of predicting withdrawal cognition among the participants?

MATERIALS AND METHODS

Research design: The study is a descriptive survey research design which involves administration of relevant questionnaires to the participants.

Participants: The participants in this study were (200) female media practitioners randomly selected from 5 media organizations in Oyo State. They are: Broadcasting Corporation of Oyo State (BCOS); Nigeria Television Authority (NTA); Federal Radio Corporation of Nigeria (FRCN); GALAXY Television; and Nigerian Tribune. Their age were located between 22 and forty-eight years with mean age of 28.9 years and standard deviation of 5.3 years. Their working experiences in the media industry ranged between 2 and 25 years. The least qualification was National Diploma (ND) and the highest was Master Degree.

Procedure: The researchers personally approached the participants and passionately appeal to them to cooperate and respond truthfully to the items in the instrument. They were assured that information was needed for research purposes and any information provided will be properly guarded. The instruments were then administered on the participants. To allow enough time for the participant to respond to the instrument, the questionnaires were left with them for one week before the researcher went round to collect the instruments.

Instrumentation: Five instruments were used to collect data for the study. The instruments were described below:

Sexual harassment: This was measured by the sexual harassment inventory developed by the researchers. It is a ten items inventory with response format ranging from strongly-agree (5)-strongly-disagree (1). A typical item on the inventory read as follow: "I often experienced sexually harassing jokes from my boss and colleagues." The test-retest reliability of the inventory was found to be 0.84 after administering it twice with an interval of one week with 20 female media practitioners outside the study area.

Occupational stress: The job stress inventory developed by Ahmed was used. Ten items with response ranging from strongly agree (5)-strongly disagree (1) were used. A typical item on the instrument read as follow: "I always blame myself when things do not go the way I want." The inventory has reliability coefficient of 0.88.

Emotional intelligence: Emotional intelligence was measured with the emotional intelligence inventory developed by Schulte *et al.* (1998).

The inventory has 33 items with response format ranging from strongly agree (5)-strongly disagree (1). Atypical item on the inventory read thus: “ I know when to speak about my problem to others.” The instrument has a cronbanch alpha of 0.87 and has a correlation value of .65 with Toronto Alexithma Scale.

Job satisfaction: Job satisfaction was measured with job satisfaction inventory developed by Akinboye (2002). Twenty items of the inventory with response format of strongly agree (5) and strongly disagree (1) were used. A typical item on the inventory is; “The work I do gives me sense of achievement.” The instrument has a reliability index of 0.90.

Withdrawal cognition: This was measured by withdrawal cognition inventory developed by the researchers. It is a 12 items inventory with response format of strongly agree (5) and strongly disagree (1). A typical item on the inventory read thus: “I spend part of my daydreaming about a better job.” The test-retest reliability of the inventory yielded reliability coefficient of 0.76.

Data analysis: Data were analyzed using Pearson Product Moment Correlation and Multiple regression analysis.

RESULTS

The first research question was interested in knowing if there would be correlations among the study’s variables.

From the result display in Table 1 above, each of the independent variables is significantly and positively related to the dependent variable. The relationship between sexual harassment and occupational stress is also significant at 0.01 level of significance. The correlation shown in the table revealed a significant relationship among the independent and dependent variables. The independent variables correlated with withdrawal cognition as follows: Sexual harassment ($r = 0.387, p < 0.05$); occupational stress ($r = 0.166, p < 0.05$); Emotional intelligence ($r = -0.610, p < 0.05$) and Job satisfaction ($r = 0.330, p < 0.05$). It is important to note that emotional intelligence and job satisfaction correlated significantly but negatively with withdrawal cognition.

Table 1: Descriptive statistics and correlation matrix showing the pattern of relationship among the independent and dependent variables

Variables	Mean	SD	WC	SH	OS	EI	JS
Withdrawal cognition	32.55	5.90	1.000	0.387*	0.166*	-0.610*	0.330*
Sexual harassment	27.36	5.30	0.387*	1.000	0.279**	0.018	0.111
Occupational stress	31.01	5.67	0.166*	0.279**	1.000	0.134	0.121
Emotional intelligence	122.23	15.81	-0.610*	0.018	0.134	1.000	-0.014
Job satisfaction	66.51	13.90	0.330*	0.111	0.121	-0.014	1.000

The second research question wanted to find out if the dependent variables as a block would predict withdrawal cognition.

The result display on Table 2 above shows that the four independent variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) yielded a coefficient multiple regression (R) of 0.690 and a multiple R² adjusted of 0.516. This shows that the independent variables accounted for 51.6% of the variance in withdrawal cognition. The table also indicated that the analysis of variance of the multiple regression data produced an F-ratio value significant at 0.05 level ($F(4,195) = 69.160, p < 0.05$).

The third research question is interested in knowing the relative contribution of each of the independent variables to the prediction of criterion measure

The result displayed on Table 3 above indicated that the unstandardized regression weight (B) ranged from 7.813-0.325 while the standardized regression weight (Beta) ranged from 0.121-0.565. It is also evident from the table that the four independent variables enter the regression equation at 0.05 level of significance. The t-observed value for each of the predictors showed; $t = 19.483, p < 0.05$ for occupational stress; $t = 7.947, p < 0.05$ for emotional intelligence; $t = 3.136, p < .05$ for job satisfaction and $t = 2.244, p < 0.05$ for sexual harassment.

Table 2: Summary of multiple regression analysis between the predictor variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) and the outcome variable (withdrawal cognition)

Model	Sum of squares	df	Mean square	F	P
Regression	6682.560	4	1670.640	69.160	sig
Residual	4710.360	195	24.156		
Total	11,392.920	199			

Multiple R = 0.690, Multiple R² = 0.636, Multiple R² (Adjusted) = 0.516, Standard error estimate = 5.85

(a) Predictors: (Constant), Sexual Harassment, Occupational Stress, Emotional Intelligence and Job Satisfaction.(b) Dependent Variable: Withdrawal Cognition

Table 3: Relative contribution of the independent variables to the prediction of criterion variable

Model	B	Std. Error	Beta	t	P
Sexual harassment	0.325	0.110	0.121	2.960	<0.05
Occupational stress	7.813	0.401	0.565	19.483	<0.05
Emotional intelligence	2.104	0.265	0.384	7.947	<0.05
Job satisfaction	0.376	0.120	0.138	3.136	<0.05

Criterion variable: Withdrawal cognition

DISCUSSION

The findings of this study indicate that four independent variables as a block (sexual harassment, occupational stress, emotional intelligence and job satisfaction) had significant predictive effects on the criterion measure (withdrawal cognition). The four variables accounted for 51.6% of variance in withdrawal cognition. The analysis of variance of the multiple regressions produced an F-ratio value of 69.160 which is significant at the probability level of 0.05.

The findings of this study also indicates that all the four independent variables made significant relative contribution to the prediction of withdrawal cognition with occupational stress making the highest contribution. This is an indication that occupational stress is the most potent predictor of withdrawal cognition. These findings corroborate the view of Richmond (2000) that the relentless requirement to work at optimum performance leads to job dissatisfaction and employee turnover. A stressful work can make the employee uncomfortable with his/her job and the thought of quitting the job becomes imminent. According to the findings sexual harassment and job satisfaction significantly affect withdrawal cognition. This is in corroboration with Blacksbury (2000) earlier findings that job satisfaction usually account for substantial variance in turnover intention. The correlational analysis showed that job satisfaction had significant negative relationship with the criterion. Thus implied that as job satisfaction increases negatively withdrawal cognition decreases.

The findings also indicated that emotional intelligence correlate with withdrawal cognition. This findings is inline with the findings of Griffeth (2000) that emotionally intelligent individuals are adept at putting themselves in positive affective states to avoid dysfunctional emotions and use them in adaptive ways to alleviate the feeling of frustration. Being in positive affective states is of importance in the sense of not becoming despondent in the face of daily and even more profound obstacles occurring in organizational life. Emotionally intelligent individuals are optimistic, a trait that enables them to focus on the resolution, rather than the reasoning (who is at fault). Also emotionally intelligent individuals would not hold the organization responsible for every feeling of frustration (Abraham, 1999) as they are adept at placing themselves in positive affective states and able to experience negative affective states that have significant destructive consequences. This is especially true for female media practitioners who have to reconcile the feeling of frustration of conflicting interest in home making with worker ship. According to Abraham (1999) this can be done effectively only when they are able to place themselves in a positive state of mind.

CONCLUSION

The objectives of this study are to investigate the joint and relative predictive capacity of the independent variables (sexual harassment, occupational stress, emotional intelligence and job satisfaction) on withdrawal cognition among female media practitioners. Media organizations that are meant to educate, entertain, enlighten and inform the public about the activities of government and happenings around them could not be so effective in the discharge of their duties without involving both sexes in their practices. Hence the need to make media environment friendly to women becomes imperative. As occupational stress has been found to be a strong predictor of withdrawal cognition among female media practitioners, the various factors in the workplace that cause stress should be addressed with a view to reduce occupational stress and diminish the rate of withdrawal cognition among them. Training programmes in emotional intelligence and stress management will help to stem the tide of withdrawal cognition among female media, practitioners and cope better with frustrating experiences in the course of carrying out their lawful assignment. Improving the condition of service would enhance job satisfaction and lowered the withdrawal cognition tendencies.

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