

A MIS - FIT: CASE OF SEXUAL HARASSMENT AT THE WORKPLACE

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ABSTRACT

“Sexual Harassment” - a stigma which was prevalent both in organized and unorganized sector since eons, always carried a social taboo which hampered its discussion. The women workforce of many companies was at the receiving end of the torturous behavior of their peer and boss but never raised their voice against it. In India, it was only after legal consideration by Supreme Court in August, 1997 that the problem of sexual harassment was thought upon and took a standardized approach towards curbing it.

The court of jurisdiction of different nations has framed different policies for sexual harassment. Every law defines sexual harassment in a different way but the sole aim is to comfort women in their respective workplaces. One's “gender” should not become a restriction for one to work. It is breaching the principles of human rights.

The present case talks about Mary who after completing her graduation from a reputed institute joined Teletel Services as Graduate Engineer Trainee. She was stuck in the criticalities of her workplace conditions. She has been an outstanding performer throughout but now her manager Arvind and her Human Resources Manager Rinu are forcing her to come to work in graveyard shifts. Moreover, the manager of another department has tried making a move towards Mary. Mary is in a dilemma whether to be a passive sufferer and continue with her work or to report the matter to the concerned authorities or to quit and look for another job.

Once, a women activist jokingly said, to a judge in Ahmedabad. "Sexual harassment is like God, it's everywhere."

Mary did her engineering in Electronics and Communication from St.Raphael's Institute of Technology (SRIT), Delhi (India), a premier engineering institute of India. She had been a bright student throughout. She was from 2005-2009 batch of SRIT. Being a consistently high performer, everybody around, expected her to get a job from one of the best companies that recruit from their campus. But unfortunately recession hit India in 2008. As Mary and other students of her batch progressed through their engineering, recession also grew. A campus which was visited by more than 400 top companies was all dry and pale during the recruitment season. It was in the month of March when Teletel Services Pvt. Limited showed interest in hiring from SRIT. Mary and her entire batch started preparing for it.

The campus recruitment process designed by the company was such that only the exceptional students could make it to the final round. The first round was a technical test, followed by psychometric test, group task,

group discussion and personal interview in the subsequent rounds. After a rigorous process of 5 rounds, Mary was the only one from SRIT to receive the final offer from Teletol. 15th March 2009 it was, when Mary was on cloud nine. Her dream of working in a telecom company was finally materializing.

KEYWORDS: “Sexual Harassment”, Principles of Human Rights, Teletol Services