Development and Psychometric Properties of Harassment Tendency Scale

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The aim of this research was to construct a native scale for harassment tendency and psychometric properties for the assessment of the Harassment tendency scale according to the cultural perspective of the Urdu language used. This indigenous scale can be used by psychologists, psychiatrists and even researchers for the general population to measure the tendency of harassment among males and females as well. Utilizing existent content and information from the literature research, the initial item pool of 150 items were created. Following the pilot research, 12 of the 138 expert-evaluated items were kept, including the eight aspects of harassment. Additionally, data from the sample of (N=340) people who completed this scale's final administration were gathered. Participants from educational institutions and local communities from different areas of Pakistan by using a self-reported questionnaire through convenient sampling. Rotated component matrix analysis shows, factors loading ranges from 0.402 to 0.641 of 97 items. The sample adequacy showed KMO=0.866 on 27 items (N=340) and factor loading loaded 8 factors. CFI value 0.909 with the significant model fit p<0.05 with appropriate model fit indices. HTS also conformed to good test-retest reliability (r=0.954, p=.000) at a 0.01 alpha level which is indicated the scale is a reliable measure for harassment tendency. A scale to measure Harassment tendency in the Urdu language is competently established with 27 questions and eight factors. Statistical Package for the Social Science volume 24 used for EFA (Exploratory Factor Analysis). AMOS (Analysis of a Moment structure) version 24 was used for CFA (Confirmatory Factor Analysis).

Keywords: Harassment Tendency, Cyber Harassment, Sexual Harassment, Psychological Harassment, Street Harassment, Hostile Environment, Workplace Harassment;, Power Harassment and Gender Harassment.

Introduction

According to the Canadian Human Rights commission [1], Harassment is a type of discernment. It includes any undesirable physical or verbal conduct that irritates or confounds others. Usually, harassment is conduct that continues over time. Harassment happens when somebody pokes unwanted comments or fun at your race, religion, sex, age, handicap or some other grounds of segregation, undermines or threatens you as a result of your race, religion, sex, age, inability or some other of the grounds of separation or connects with you for example, contacting, tapping or embracing. Harassment is officially characterized as undesirable practices which are evaluated by a receiver as hostile besides that beats people's adapting assets or undermining their prosperity. This is also considered unwanted oral and non-verbal erotic practices. Justas undesired physical practices that the objective thinks that it's hard to adapt to or deal with. Any unwanted sexual progressions, demands for special gratification, stalking or stalking and harassment, verbal, visual, or written sexual communication or physical sexual conduct, including any derogatory gestures or expressions interfering with work performance or creating an intimidating, hostile, or offensive work environment, as well as any attempt to punish the complainant for refusing to comply with such a request or is disguised as such [2]. Any wrong act—physical, verbal, or implied—that can credibly make someone feel uneasy, humiliated, or disturbed is considered harassment. The aggressor's (or they are unintentional) desire to irritate or degrade the victim and the frequency and seriousness of the undesirable behavior [3].

Cyber harassment typically involves engaging in a demonstration or action by email, messages or other means, tortures, pesters, threatens, irritates or undermines a person to harm that individual. "It includes" the rehashed hunt for a person who uses electronic or Internet devices. Interests consistently involve some undesirable electronic transactions, which can be compromising, manipulative, or terrifying. Finally, the following is wrongdoing that generates a sense of panic, fear, terror, tension or nervousness in the victim individual. In descriptive research exploring the cyber-harassment among women who use the internet in the US. The researchers were deliberately interested to investigate the experiences and attitudes concerning cyber harassment among females. The study was conducted through an anonymous electronic survey. The total participants were 293 among which 58% of females were college or university students. 20% of them received inappropriate spam messages, 10% received erotic messages from strangers and the third part of the female felt anxious some of the other females reported changes in eating and sleeping patterns as well as having feeling of helplessness because of cyber-harassment. Cyber harassment has emerged as one of the most significant problems in our society. As a result of the explosive development in utilizing social media sites because information and communication technologies are used so often, and online harassment has various adverse effects that have a significant negative impact on the victims [4]. Three billion individuals utilize social media platforms for communication, according to a study [5]. It is unclear whether social media platforms offer different benefits or some harmful behaviors like cyber harassment. It is a type of cybercrime when a harasser continually threatens or humiliates the victim on a digital forum by posting derogatory comments, private information, fraudulent content or messages about them. It is easier to lessen the negative consequences of cyber harassment on the victims and to find the harasser when it is caught early and stopped [6].

Laws of the United States characterized sexual harassment as any repeated or continuing unwelcome contact that fills no valuable purpose behind making alert, trouble or emotional problems. Critical jokes, racial slurs, individual affronts and pronunciations of disgust or constricted-mindedness toward a specific race. It's a type related to maltreatment that occurs working environment. Unwanted sexual attention involves sexual gestures however: it doesn't add proficient awards or dangers to constrain consistency. In this class are

articulations of sentimental or sexual intrigue that are unwanted, unreciprocated and hostile to the objective; such as incorporating undesirable contacting, embracing, caressing, besides continuously requesting for a date or erotic conduct although deterrence, besides incorporate attack An investigation of graduate understudies led and findings found that 38 percent of female participants self-detailed that they had witnessed sexual abuse from the workforce or workers, while 58 percent displayed improper conduct from various understudies. The most frequent definition of sexual harassment is inappropriate behavior that has a sexual component or unwelcome sexual attention. Additionally, sexual harassment includes a variety of direct and indirect externalizing verbal, physical and visual activities such as unwanted sexual remarks, homophobic slurs, grabbing, groping, sharing or exposing sexual images and demands sexual favors [7]. Most frequently, "improper behavior with a sexual dimension" or "unwanted sexual attention" is used to characterize sexual harassment. Additionally, sexual harassment includes a variety of direct and indirect externalizing verbal, physical and visual activities such as unwanted sexual remarks, homophobic slurs, grabbing, groping, sharing or exposing sexual images and demands sexual favors [8]. In a survey of Turkish women tour guides, 221 valid questionnaires were returned. The findings show that the sexual harassment experienced by female tour guides has a detrimental effect on both their psychological well-being and job satisfaction. Contrary to perceived social support, perceived organizational support has a large and unfavorable impact on the occurrence of sexual harassment. The findings also provide credence to burnout's moderating effects on the links between sexual harassment and psychological health as well as the link between sexual harassment and job satisfaction. It offers various useful implications for those involved in the travel business and public policy as well as in the fields of gender equality and sustainability research [9].

Psychological abuse is an ancient phenomenon that manifests itself in a variety of forms, resulting from the breakdown of intimate relationships as well as dysfunctions. Discrimination based on gender, faith, race, age, nationality, disability, history, sexual preference and other differences as well as socioeconomic factors, all contribute to this conduct. Psychological harassment is characterized as any vexatious behaviour that affects someone's dignity or psychological integrity, such as repetitive and aggressive or unwanted conduct, verbal comments, acts, or gestures. Psychological harassment is described by Moreno as "continuing attitudes and aggressive actions directed systematically by one or more individuals toward another, to discredit and humiliate, isolating and ultimately causing job abandonment. It is "harassing, offending, or socially excluding someone or negatively affecting someone's work". Psychological abuse is a type of abuse that requires subjecting individuals to a mental, rather than physical, form of pain and suffering. The hassle generated by exploitation can directly prime to the appearance of bodily indications of exploitation in cases of serious psychological exploitation, going from harm of enthusiasm to self-harming conduct. It can be difficult to recognize and resolve this form of violence as different practices, it is somewhat dependent on the severity of involvement [10]. The Implications of Psychological Harassment on Witnesses research is an empirical study of nursing staff, and the findings indicate that about a third of nursing staff is witnesses to psychological violence experienced by their co-workers, with women being the most frequent observers of such abuse. This may be because nursing is mostly a female-dominated profession or that female nurses are more vulnerable to workplace aggression [8]. Women who are harassed are more prone to feel threatened all the time and have a lower level of life satisfaction. The most common effects of sexual harassment according to female hotel employees are psychological issues including stress, uneasiness, continuous anger and dread [9].

Street harassment entails coercing a stranger into non-consensual behaviors and activities. It has a foundation in power control and frequently shows prejudice. Racial, gender,

religious, sexual and/or physical characteristics may all be the targets of harassment. As a police strategy, street harassment makes it difficult to enter public spaces, makes individuals wary when they are alone and in some cases prompts victims to move or change their employment to escape the behavior. A nationally representative survey on sexual harassment and assault was done in 2019 by the Center for Gender Equity and Health at UC San Diego and Stop Street Harassment, involving 1,182 women and 1,037 men. According to this study, verbal remarks are the most typical kind of sexual harassment, men and women who are members of marginalized groups are more likely to be victims and strangers were reported as the offenders most frequently. Street harassment can take many different forms, including sexual slurs, demands, demands, following, flashing, public masturbation, groping, sexual assault and rape. Inappropriate whistling, leering and remarks that are sexist, homophobic or transphobic are also included [11]. Street harassment frequently gives the impression of exclusion and is about using force and control. People may be harassed because of their ethnicity, sex, religion or sexual orientation. It is a police activity that limits the entry of others to public spaces, forces individuals into public spaces and even makes those tasks shift or alter to discourage this behavior. It's a matter of fundamental freedoms and gender communication. Street harassment is a widespread and recurrent phenomenon according to several reports. Eighty-six percent of the women in the research said they had been harassed on the street more than once. According to Kearl, 65 percent of American women have been harassed on the street study found that 87 percent of American women aged 18 to 64 have been harassed on the street. According to Nielsen, 100 percent of women interviewed said they had been harassed on the street at some point. Men are less likely than women to be harassed on the street and they are less likely to be harassed at all. According to a poll carried out in the United Kingdom (UK) by the well-known magazine Runners' World, 27% of women have experienced being followed, 13% have had sexual advances made to them and 5% have had being grabbed, groped or otherwise physically abused while running [12].

Irritated environments may be generated in the hostile environment by activities, such as tending to women with rough or traditional words, sharing graphic images in the workplace and providing disparaging or insulting expressions about women. Hostile provocation often involves unwelcome sexual suggestions such as uncovering one's private parts, stroking and kissing others and limiting a person to dates regardless of whether no compensation is included. In this type of inappropriate behavior, associates regularly show incompatible hostile conduct toward numerous objectives over the period. While the hostile atmosphere has had a significant influence across the board, its effects on healthcare delivery and public health are particularly alarming since they go against the guiding principles of the National Health Service (NHS). Unsurprisingly, the aggressive environment has resulted in poverty. Due to misunderstandings about what constitutes "urgent and important essential therapy," Sometimes in practice, vulnerable individuals are wrongly refused urgent and immediately essential care [13]. According to a study Analyze commitment to nonviolent mass demonstrations using the example of recent demonstrations in Baghdad, Iraq. Based on a sample of 300 activists from 2019 anti-government events held in several Baghdad neighborhoods it indicates that persons who have experienced violence at the hands of the government are more likely to defend against violent responses. However, as evidenced in both modern and historical protest actions, more experienced demonstrators have a stronger commitment to peaceful activity and controled propensity to react violently. We relate this to potential socialization effects within activist networks that support movement unity despite identity conflicts and associational splits by strengthening protest fervor and commitment to nonviolence. Research wraps up by talking about the implications of our findings for using civil resistance as a substitute for violence in places prone to conflict [14].

Workplace harassment is characterized as consistent and persevering activities by one individual to torture, wear out, disappoint or get a response from another. It is the treatment that insistently stimulates, pressures, scares, worries or in any case inconveniences the objective. Consequently, it isn't about separated and coincidental examples of hostility yet do rather allude to progressing and revised exhibition of abuse. These principal components of Brodsky's definition have been incorporated in later conceptualizations of harassment. Likewise, characterize work environment harassment as "a kind of relational hostility at work that goes past straightforward incivility and is set apart by the highlights of recurrence, force and power irregularity". In Cairo, Egypt a report found inescapable abuse against obstetrics and gynecology medical attendants in the workplace. The analysis found that in the working environment, 100 percent of women experienced sexual harassment. Unfortunately, workplace bullying and harassment are all too common. Despite the lack of a standardized definition, frequent and routine actions, procedures and behaviors that negatively impact the victim are typically referred to as harassment at work. Examples include persistently and repeatedly bothering, insulting, or socially excluding someone. Consequently, one instance of bullying is typically not seen as bullying. A power disparity between the parties is another characteristic of bullying. This imbalance may be due to unofficial power arrangements among coworkers or the formal power structure. such as when a subordinate bullies a subordinate [15]. The maritime sector is plagued with a serious issue of workplace harassment and nothing appears to have improved since the first reviewed report was released in 1995 until the present. Over 50% of female seafarers and 8% to 25% of all seafarers report experiencing workplace bullying and harassment [16].

Power harassment is considered as an authority inequity between those who perceived harassment and the harasser. Those who harass people may use their proficient position or authority to torment the target and pressure them into unwelcome and unwanted acts [17]. Power harassment happens when someone experiences some form of racist or abusive conduct at the hands of a supervisor in a workplace setting. This form of conduct also goes into even more destructive territories well beyond the traditional partnership between employer and employee. Power harassment cases in Japan have increased from 6.4 percent of all civil labor complaints to local labor departments in 2002 to 20.3 % of all such complaints in 2012. 15 Because of the high number of complaints about power harassment activities in 2012, power harassment was the most common type of workplace activity. 16 The number of cases roughly corresponds to the total of 25.3% percent of Japanese employees who have been subjected to power abuse in the last three years. In recent years, power harassment has been an issue in Japan. However, it has been discovered that one of the methods to stop it is through reading court precedents [18]. According to academic studies, many forms of violence against women are frequently motivated by a desire for power and control. Importantly, using violence or threatening violence as a strategy to enforce regulating behaviors can be beneficial. Therefore, the use of forced control is fundamental and considerably more successful when committed by abusive males than by abusive women. Stalking has been viewed as a crime of power and control, similar to other gender-based crimes. In stalking circumstances, the victim's power and control were crucial and many female victims of stalking were subject to social, financial and emotional control [19].

The most well-known sort of sexual harassment activity is gender harassment. Similarly, males who are gay, transsexual, dainty and roundabout they saw such as "gay" experience more provocation than other men. The examination indicated that African-American understudies' apparent racial generalizing as sexually harasses rather than sexual orientation sound system composing. Gender preconceptions or biases lead to behavior such as harassment of organizational women. For working women, gender harassment is a serious

issue that negatively impacts the victims' health, happiness and productivity. At first, gender harassment was thought of as a common, less severe variant of sexual harassment. The definition of "gender harassment" according to Kobayashi and Tanaka is "expecting a gender-based role from others" [20]. Women are more frequently the victims of sexual harassment offline than males are, and it would seem that this is also true online. Hill and Kearl discovered that 24% of boys and 36% of female Students in high school reported being harassed. Men were found to encounter more extortion and unwanted sharing of personal images than women. Gender disparities did not appear to be constant for all types of OSH. There may be gender disparities in the psychological effects of harassment [21].

The tendency is a natural temperament to move, continue, or act toward some path, point or end. It is a tendency to accomplish something which an individual slanted to do or get a kick out of the chance to accomplish something. Harassment tendency is indicated as a specific sort of thought or activity identified with the contrary gender for harass to others in an unpleased way or accomplishing something strongly with others for their pleasure and satisfaction. Human harassment tendency is characterized as an individual's creating inward longing or inner desire to accomplish something in an incorrect manner which is negative for others including the verbal and nonverbal demonstration of harassment, for example, unfriendly conduct, physical and mental destruction, sexual pressure, establish an antagonistic climate in the working environment and utilization of expert before other. It is operationally characterized as the capability of men or women want and conduct of supporting or concurring any sexual and nonsexual stimulating practices, which are nonreciprocal and these are not getting good reactions in nature requesting somebody's capacities past their capacity as workers, companions, personal companions, subordinates and understudies which cause men or women to feel disturbed, irate, discouraged, on edge, terrified, awkward, dangerous any unstable sentiments [22]. A survey on the prevalence of sexual harassment and gender discrimination in the radiology profession found that in the field of radiology, sexual harassment and gender discrimination are pervasive and victims' perspectives on reaching gender parity in the workplace are impacted. By expanding the number of female radiologists and adopting sufficient institutional training rules on harassment observations can be improved [23].

The objective of Research

To construct a scale and psychometric properties for the assessment of the Harassment tendency scale in the Urdu language according to the culture of Pakistan. To establish the psychometric properties of the indigenously developed scale. The objective of this study will determine harassment tendencies in people and investigate how their lives affect and also understand the prevalence of people with harassment tendencies. This research also examines how the particular domain of harassment play role in a person's life or harassment behavior because it is a very burning issue of the current era. The main objective of the study is to develop a valid scale on harassment tendencies which will use to examine harassment tendencies among males and females because there is no single scale available in Pakistan for the measurement of harassment tendencies. Regarding Pakistan, there is also limited research on harassment, even though people consider many harassing behavior as normal behaviors. As Psychological issues are heavily influenced by cultural and social factors.

Material and Methods

Investigation site

The area of investigation was universities and colleges surroundings because our research population is general and also our age group is highly available in this location that's why researchers prefer this site for investigation.

This cross-sectional analytical study was carried out in the Psychology Department at the University of Gujarat between November 2020 and February 2021. Additionally, information from educational institutions and local communities was gathered during the final administration of this scale by using a self-reported questionnaire.

There were 5 steps of scale development in this phase

Generation of item pool:

For the generating of the item pool firstly, collected the information about the entire feature of harassment and types of harassment from the literature, theories and articles each and everything related to it would be noted for item generations. Furthermore, items were created according to the various types and factors of Harassment from the literature. For every thought or response at least ten items were established. The item pool was generated with the help of experts, prior work and from individual experience etc. About 150 items were confirmed as the primary item pool. According to the cultural perspective the Urdu language was used.

Expert's evaluation of items:

The expert panel's content validation of the item pool came next. The specialists that were chosen had a thorough knowledge of the issues being investigated. The panel of experts for the meeting consisted of 3 PhDs and 5 MPhil scholars for the evaluation of questions. Professionals were requested to evaluate items on their level of understanding and clarity. Based on suitability, ambiguity and content these items were judged. Items were either changed or excluded based on recommendation. In this expert meeting, response options were also settled. 5-point Likert scale was conformed with a range of 1 to 5 appropriate (1 being strongly disagreed, 2 being generally disagreed, 3 being disagreed, 4 mostly agreeing and 5 being strongly agreed). Later the assessment of professionals some items eliminated and some were improved. For the pilot study, 138 items were left behind.

Pilot study:

A sample of 340 (n=340) participants were selected from different areas of Pakistan. Data was collected via online Google form and by hand. The age range of the whole sample was from 18-50 years. A simple random sampling technique was used to pick participants. A type of probability sampling technique is simple random sampling. A simple random sample, according to Taherdoost, there is an equal possibility for every member of the population to be represented in the sample. In the data collection process, the final scale which had 138 items was used. The questionnaire, was used in this study is self-reported or interviewed based on the understanding and qualification of the participants. From each respondent, the informed consent and research form were taken. Information about the significance and objectives of the research study was given to individuals. Participants were instructed to read aloud the questions, react by their knowledge and act in accordance with their mental state. In the end, responders were thanked for working together. In this section, the results of the data analysis of scale development are explained. The result is defined in table form. This part comprises the investigation, presentation and understanding of the finding result from this study.

Main study

Procedure: Demographics form was comprised of gender, age, marital status, occupation, socio-economic status, education, family system and number of siblings, number of children, residential area, father education and mother education given in the table below.

Table 1. Demographic Characteristics Of Sample (N=143)

Characteristics		Frequencies (*f*)	Percentage (*%*)
gender	male	170	50.0

	Female	170	50.0
Age (Years)	18-28	241	70.9
	29-39	49	14.4
	40-50	50	14.7
Family system	Nuclear	164	48.2
	Joint	176	51.8
Marital Status	Married	84	18.8
	Unmarried	275	80.9
	Divorced/widow	1	.3
Socioeconomic status	Lower class	35	10.3
	Middle class	275	80.9
	Upper class	30	8.8
Education	Matric	24	7.0
	F.A/ Fsc	39	11.5
	B.A/B.com/Bsc	80	23.5
	Master	113	33.2
	Above master	84	24.7
Residential Area	Urban	173	50.9
	Rural	167	49.1
	No	23	16.1
Occupation	Government employer	60	17.6
	Private employer	43	12.6
	Student		
	Unemployed	194	57.1
		43	12.6
Number Siblings	0-3	112	32.9
	4-7	163	47.9
	8-10	65	19.1
Father education	Primary	48	14.1

	Middle	25	7.4
	Matric	104	30.6
	Intermediate	73	21.5
	Bachelor	52	15.3
	Master	30	8.8
	Above master	8	2.4
mother education	Primary	82	24.1
	Middle	47	13.8
	Matric	102	30.0
	Intermediate	42	12.4
	Bachelor	41	12.1
	Master	24	7.1
	Above master	2	.6

Each participant gave their free and informed permission. People were made aware of the goals of the study and their importance. Whether they want to fill the scale or not is entirely up to them. They were instructed to read the things aloud and give truthful responses. Participants were provided the necessary explanation if they didn't grasp the form. Participants were thanked for their cooperation in the conclusion.

Sample and sampling technique:

To find out the harassment tendency and prevalence among people (n=340) participants were randomly selected from the general population of Punjab, Pakistan. With the University Reference letter, proper permission was taken from the head and authorities of the institutions. Inform consent was signed by all participants. The aim of the research was explained to the participants. The participants were informed that they have the right to not participate in this research. They were also instructed that they will not pay any fee for participation. Demographic form and a newly developed harassment tendency scale were used in this study.

Item analysis:

The total item correlation was calculated using the Pearson product-moment correlation coefficient, as shown in the table below.

Table 2.Pearson Product-Moment Correlation Coefficient (N=340)

Sr.	R	Sr	R	Sr	R
1	.347**	10	.615**	19	.594
2	.519**	11	.605**	20	.633**
3	.267**	12	.590**	21	.592**
4	.224**	13	.580**	22	.621**
5	.272**	14	.648**	23	.656**
6	.445**	15	.576*	24	.324**
7	.314**	16	.562**	25	.386**
8	.463**	17	.585**	26	.548**

| 9 | .580** | 18 | .419** | 27 | .584** |

There is a significant Correlation coefficient level of 0.01 (2-tailed).

Exploratory factor analysis (EFA) and confirmatory factor analysis (*CFA):*

For the data reduction, factor analysis would be run. There are two kinds of factor analysis confirmative and explorative. For the quality of factors by statistical significance and association among factors the Confirmative factor analysis is used. Explorative type is used for inductive drive and it is used to decrease a set of variables into a small one. For all statistical calculations, Descriptive statistics were used on SPSS-V 24(Statistical Package for Social Sciences). For the quality of factors by statistical significance and link between factors, a confirmatory analysis is utilized [24]. KMO values of 0.6 and above are suitable to affirm that there is sample adequacy on 27 items.

Table 3.Kaiser-Meyer-Olkin Measure Of Sampling Adequacy (KMO) And Bartlett's Test Of Sphericity

	KMO	**Bartlett's Test Sphericity**		
		Chi-Square	**Df**	**Sig**
HTS scale	.837	4259.778	351	.000

HTS means Harassment tendency scale. KMO value is significant at P<.001

Table 4. Factor Loading Of 75 Items After Varimax Rotation (N=143)

Serial no.	Item no.	Components							
		1	*2*	*3*	*4*	*5*	*6*	*7*	*8*
1	**HTS1**								
2	**HTS2**				.529				
3	**HTS3**								
4	**HTS4**								
5	**HTS5**					.439			
6	**HTS6**				.551				
7	**HTS8**					.527			
8	**HTS10**					.436			
9	**HTS11**	.410							
10	**HTS12**								
11	**HTS13**				.532				
12	**HTS15**					.467			
13	**HTS16**					.499			
14	**HTS17**								
15	**HTS18**								.525
16	**HTS19**								.532
17	**HTS21**							.457	
18	**HTS23**	.493							
19	**HTS24**								
20	**HTS26**							.498	
21	**HTS27**							.549	
22	**HTS28**							.552	
23	**HTS29**							.490	
24	**HTS30**					.460			
25	**HTS31**					.486			
26	**HTS32**					.485			

27	**HTS33**	.536							
28	**HTS34**	.625							
29	**HTS35**	.523							
30	**HTS36**	.641							
31	**HTS37**	.564							
32	**HTS38**	.477							
33	**HTS39**	.522							
34	**HTS41**	.550							
35	**HTS43**	.630							
36	**HTS45**	.620							
37	**HTS47**								
38	**HTS50**	.497							
39	**HTS51**							.507	
40	**HTS52**	.611							
41	**HTS56**							.437	
42	**HTS58**	.435							
43	**HTS61**	.518							
44	**HTS62**								
45	**HTS65**	.607							
46	**HTS67**							.570	
47	**HTS68**	.539							
48	**HTS69**							.500	
49	**HTS70**	.453							
50	**HTS71**	.517							
51	**HTS75**	.569							
52	**HTS78**	.594							
53	**HTS79**				.497				
54	**HTS80**				.542				
55	**HTS81**				.410				
56	**HTS83**				.517				
57	**HTS84**				.544				
58	**HTS85**				.473				
59	**HTS86**				.546				
60	**HTS90**			.502					
61	**HTS91**	.472		.462					
62	**HTS92**			.457					
63	**HTS93**		.435						
64	**HTS95**		.409						
65	**HTS96**		.615						
66	**HTS97**		.510						
67	**HTS98**		.453						
68	**HTS99**		.440						.402
69	**HTS100**		.570						
70	**HTS101**		.566						
71	**HTS102**		.550						
72	**HTS104**			.514					
73	**HTS105**			.603					

74	**HTS106**			.546					
75	**HTS107**			.594					
76	**HTS108**			.566					
77	**HTS109**			.537					
78	**HTS110**			.542					
79	**HTS111**			.537					
80	**HTS112**	.426							
81	**HTS115**	.527							
82	**HTS119**		.436						
83	**HTS120**						.559		
84	**HTS121**		.411						
85	**HTS122**		.544						
86	**HTS123**		.475						
87	**HTS124**		.501						
88	**HTS125**		.483						
89	**HTS126**		.587						
90	**HTS127**		.477						
91	**HTS128**		.442						
92	**HTS130**								
93	**HTS133**								
94	**HTS134**	.452							
95	**HTS135**	.517							
96	**HTS136**	.429							
97	**HTS137**	.467							

The scale was created on harassment tendency and theoretical perspective of Harassment. Exploratory factor analysis was fixed to 8 factors based on these. The factor loading should be at least 0.4 to be considered sufficient.

Confirmatory factor analysis has confirmed 27 items. Hu and Bentler claim that a CFI value that falls between 0.90 and 0.95 is considered to be satisfactory. Consequently, the CFI value of .909 supported the scale's utility. The significance of the model is displayed as a value of p<.001. The model will be approximately fit if the value of RMSEA is less than .08 [25]. TLI values less than 0.90 indicate that the model does not match the data well. P, CMIN/DF, GFI, CFI, RMSEA, and TLI values for the model fit indices were satisfactory. A more modified index of covariance was adjusted for more model fit [26].

Table 5.Model Fit Indices Of Confirmatory Factor Analysis With 27 Items (N= 340)

P Value	**CMIN/DF**	**GFI**	**CFI**	**RMSEA**	**TLI**	**RMR**
.000	1.705	.879	.909	.051	.894	.160

CFI: Comparative Fit Index; GFI: Goodness of Fit Index; RMSEA: Root Mean Squared Error of Approximation; RMR: Root Mean square Residual.

Psychometric Properties of Harassment Tendency Scale

Sample: To measure the test reliability of the Harassment Tendency scale a sample of 270 was selected from different institutes and areas of Province Punjab Pakistan using a convenient sampling technique.

Measures: To access the test-retest reliability, Split half Reliability and Temporal Stability of the Harassment Tendency Scale (HTS). Reliable means reliability of the response over time. Any measure cannot be valid until it has high and good reliability.

Procedure: To assess the test-retest reliability final 27 items scale of harassment tendency was administered on the (N=270) and the same test was administered on the same sample after two-week interval. They were given a test to complete. After they completed the test their response were noted with the help of SPSS software.

Results: Cronbach Alpha helps to measure the test-retest reliability of the harassment tendency scale which is administered on the sample of (N=880) for Reliability. The value of Cronbach Alpha was significant at a 0.01 level. The value of Cronbach's alpha (.950) of 27 items of scale shows high internal consistency in table VI. The reliability value of .7 and above is considered appropriate.

Table 6.Test-Retest Reliability Analysis Of Harassment Tendency Scale In Urdu (N=880)

Scale	Cronbach's Alpha	Sig
Harassment tendency scale	. 954	0.01

Table.7: Reliability of Subscale

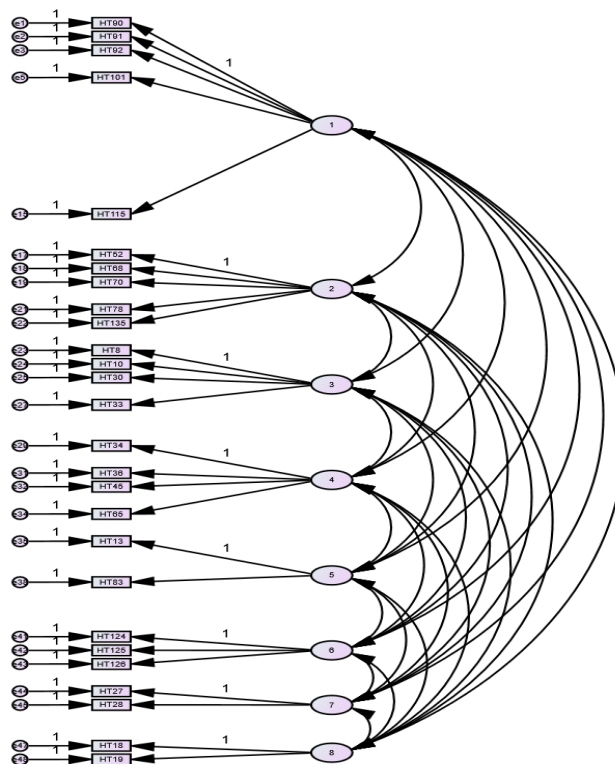| Subscale	R	N
Cyber harassment	.788	5
Sexual harassment	.872	5
Psychological harassment	.869	4
Street harassment	.842	4
Hostile environment	.810	2
Workplace harassment	.800	3
Power harassment	.653	2
Gender harassment	.612	2

Fig. 1. CFA model confirming the factor structure of the domains of Harassment Tendency Scale with 8 Factors.

Table 8: Split Half Reliability of Harassment Tendency Scale (Hts) In Urdu (N=270)

Scale		R	Significance
Cronbach Alpha	Part a	.896	.01
	Part b	.888	.01
Correlation between Forms		.984	.01
Spearman-Brown Coefficient		.992	.01

The correlation value for suitable and recommended convergent validity must be in the range of not less than 0.50 to above 0.70 [27].

Table 9. Correlation Between The Scores In Test Re-Test Administration (N=270)

Item	R	Item no	R	Item no	R
1	.564**	10	.730**	19	.897**
2	.635**	11	.935**	20	.833**
3	.789**	12	.924**	21	.875**
4	.922**	13	.911**	22	.836**
5	.888**	14	.830**	23	.719**
6	.714**	15	.908**	24	.767**
7	.845**	16	.913**	25	.816**
8	.857**	17	.810**	26	.858**
9	.870**	18	.800**	27	.865**

**. Correlation is significant at the 0.001 LEVEL (2-tailed)

The result shows that all variables are highly correlated and the correlation rate lies between .564** to .935**.

Table 10 Varson Product Correlation (N=270)

Scale	R	Sig.	N
HTS	.984**	.000	270

**. Correlation is significant at the 0.001 LEVEL (2-tailed)

Table 11. Cut Off Score Ranges for Harassment Tendency Scale (Hts) In Urdu

Score Range	Description
<54	No Harassment Tendency
54-81	Mild level of Harassment Tendency
82-108	Moderate level of Harassment Tendency
109-135	Sever level of Harassment Tendency

Result and discussion.

All steps of scale development were followed properly. Analysis of a Moment Structure (AMOS) was used to conduct a confirmatory factor analysis (version 21). After the items were removed, the 97 items on 8 factors advanced into CFA, which supported the structure shown by exploratory factor analysis. A good model fit was provided by confirmatory factor analysis, which also provided highly recommended values for GFI, RMSEA, TLI, RMR, CFI and a significant P value. The CFI value of .50 has been witnessed in model fit on the first run which was not within the acceptable limit of .900 and above [28]. To handle this issue, the modification indices were considered. The covariance and regression weights identified repetition in the item. These repeated items were deleted to enhance the value of CFI. After all these changes CFA runs again.

To conform to the EFA factor, confirmatory factor analysis was employed. CFA, as opposed to EFA, offers a thorough framework for confirming the research model (Dillon &

Goldstein, 1984). A CFI score of 0.942 verified the scale's usefulness. After items were removed, the scale's remaining value was 27. The following were the other indices: CMIN/DF, GFI, RMSEA, and PCLOSE. The CMIN/DF ratio is less than 2 [29], indicating that the ratio should not be higher than 3 for the model to be accepted. The values in the current study are equal to the standard value. TLI less than 0.90, according to Tucker and Lewis (1973), indicate that model is not well-fitting. P, CMIN/DF, GFI, CFI, RMSEA, and TLI model fit indices were all suitable. A higher covariance adjustment index was used to improve model fit. The GFI value is 0.879, which is close to 0.9, indicating that the model is close to being satisfactory. The GFI is a sensitive index, according to Sherma (2005), and it is not recommended for use. CMIN/DF has a value of 1.705, which is less than 3 and indicates that model is fit [29]. The value of RMSEA is favorable if it is less than 0.05, according to the literature [27]. The RMSEA value in this study is almost equivalent to the indicated value. Although the conventional value of RMR is challenging to understand [30], excellent models have a low RMR value[31] when referencing literature. If the CFI cutoff value's range is between 0.90 and 0.95, is preferable [32].

KMO and Bartlett's test of sphericity was run to test the adequacy of data, the value of KMO is 0.866 and the value of P is 0.00 which was adequate so further analysis should be run on the data [29].

After getting the value of CFA the reliability analysis was run to check the reliability of the test. The value of α is 0.954 which shows that the data is adequate and highly reliable. For the adequacy of the data, the value of Cronbach's alpha should be between 0 to 1 [33]. In this case, the value is 0.954 so that the sample is highly adequate.

Conclusion

Finally, 27-item HTS was developed with a high level of reliability. This scale was based on the 8 factors, which are Cyber harassment, Sexual harassment, psychological harassment, Street harassment, Hostile environment, Workplace harassment, Power harassment and Gender discrimination. For this purpose a large pool of samples was generated. This scale can be used by researchers, psychologists and psychiatrists for the general population to measure the Tendency of Harassment and identify its severity level.

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