From Workplace to Work-Based Violence:
Expanding HRM Perspectives for Safer Environments through Organizational Justice Theory

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ABSTRACT
The paper is a review of work based violence phenomena, its paramount significance as a phenomenon in the human resource management (HRM) and well-being of the employee. It is primarily the reassessment of early conceptualizations of workplace violence by intensifying the definition and including a large variety of types of violence based on the relation to working functions, situations and other human relations. The knowledge of work-based violence is vital because it could affect the mental stability of a group of employees negatively, retention and overall organizational performance negatively and its effects can be costly to an organization. The literature review shows the available research on prevalence, the nature and causes of work based violence including the contribution of gender issue, organizational culture and power structures. The paper can integrate the Organizational Justice Theory to conclude that the belief in fairness and equity in the workplace could fuel violent disposition and negative feelings regarding employees. This brings us to the fact that one should have a fair HRM practice that will bring in organizational culture of safety and respect. Some of the future research directions are implied and these may presuppose mixed-method research approach, which presupposes the incorporation of quantitative and qualitative data. The means can enhance the understanding of the effectiveness of such public policies and other interventions as an HR response to work-based violence. This paper will aim to offer practical suggestions to HR professionals and organizational leaders, and create a safer and more inclusive workplace. By tackling the multi-layered character of work-based violence, organizations can improve the well-being of the employees as well as their performance and eventually add a more favorable working culture. The results emphasize high proactive measures in the field of HRM to avoid violence and promote a healthy and productive workforce.

Background Information

Workplace violence was recognized as a substantial social concern long ago, and it has attracted the concerns of regulatory agencies, organizational plans and policies as well as academic studies (Abeyta et al., 2022; Bartram et al., 2024; Chappell and Di Martino, 1998; International Labour Organization, 2022). This problem is becoming one of the core concerns related to human resource management (HRM) and the welfare of the employees, the organizational culture, and the development of inclusive working conditions (De Cieri et al., 2019; Pariona-Cabrera et al., 2024). Workplace violence can have a tremendous impact which translates into serious long-term outcomes of the mental health of employees, their rate of retention, and the performance of organizations in general (Pariona-Cabrera et al., 2024).

The idea of workplace violence is a continuum of destructive acts comprising of bullying, sexual harassment, abuse, and assault and which happen in the workplace and are perpetrated towards the employees. Such malevolent activities can be done either by other employees or clients, as well as can be done to the employees acting contrary of the clients and the society. Although they are severe, such forms of violence tend to be confined in terms of the place of action and the functions of individuals involved with differences in regulatory interventions and efforts by employers basing on an array of nation, sector, (public vs. private), organizational, and cultural environments (Pariona-Cabrera et al., 2024). Consummate behaviors, however, even within the contemporary workforce, continue to spread beyond geographical boundaries becoming apparent not only in physical locations (like when a person is engaged in customer communications) but also in the virtual or hybrid workplaces, as well as at home (when a person is working outside the office premises) (Bradbury-Jones et al., 2020; Evans, Isham, 2013). In order to capture this wider meaning, the conditional work-based violence is employed meaning any type of violence that has a direct connection to an individual in their work position, identity, or employment connection or relationship, irrespective of the location or whoever may be the perpetrator (Deen et al., 2022). This redefinition plays a vital role in the work of HRM since it shows the dynamic nature of the modern work environment and emphasizes how work-related violence crosses organizational boundaries, including the way in which this violence takes various forms, causes, and even consequences in the context of an increasingly globalized and digital economy (Shao et al., 2023).

Work-based violence is the manifestation of multiple conflicts and tensions, first of personal and social groups (class, race, religion, and their interactions,); and, to an increasingly large extent, tensions associated with the geopolitical functionality and ideological differences between the countries, partly due to the growth of political, economic activity interdependencies (Bader et al., 2020; Calvard and Sang, 2017; Cooke, Dickmann, and Parry, 2024). The said violence can either be at an workplace, in the open-air or even at home (particularly in the cases of remote work), and a growing challenge to employers has been setting up and enforcing valuable HR policies and practices that would prevent the occurrence of such violence and reduce their adverse consequences to individuals and organizations.

In the organizational services, such tensions usually indicate as segregated actions, discrimination demands, and un discharged HRM services regarding equity, diversity and inclusion. Work-based violence may also be characterized as the manifestation of structural imbalance in the work organizations that manifests itself in collective

resistance, industrial struggle or lack of engagement of workers. It is relevant to note that work-based violent behavior is also often gendered, and often it is revealed in terms of sexual violence; male caregivers raping women clients, male patients raping and harvesting or assaulting female nurses, etc. (AP News, 2024; The Guardian, 2024; New York Post, 2025). Intersectional interventions to HRM gendered violence must venture into power relationships, exposures, and collapse in the anti-abuse measures of gendered jobs (Wilcox et al., 2021).

Work-based violence, as a research topic, is innately interdisciplinary as it applies to a variety of fields of HRM practice and theory. It covers elements of occupational health and safety (OHS), social concerns and political aspects (Shea et al., 2017). Such complexity requires a variety of disciplinary approaches, such as legal (e.g., OHS, bullying, harassment, abuse, discrimination), political (e.g., ideological differences, identity-based violence), psychological, and cultural (as to how violence is perceived, accepted or tolerated) ones.

This matter is also related to organizational justice, people management systems, leadership accountability, and cultural change initiatives (Chan-Serafin et al., 2023; De Cieri et al., 2019) to scholars of HRM. Irrespective of these realities, the current research, practice and laws that govern workplace violence are becoming so insufficient in capturing the dynamic context, dimensions, causes and victims of the workplace violence connected to work. The evolving dynamics of motives and different kinds of the based form of work-associated violence requires different and specific intervention strategies.

This Special Issue promotes the need of including the fields of violence research thinking to incorporate HRM into the research by looking not at the Affliction of the workplace, but at work ensuring there is the outline of investigating the possible implication of the conduction of research regarding the same.

It also seeks to elevate the study of work based-violence and relevance of HRM by integrating the view of other fields to come up with new analytical dimensions and diversifying the research agenda on violence-HRM. By so doing, the issue aims at shedding light on the ways different parties of interest within and outside the workplace, such as the HR professionals, trade unions, line managers, the community networks and regulators, play various roles in this regard. With the help of multidisciplinary considerations, the study results will offer important real-word advice to policymakers, organizational leaders, and HR professionals who want to establish a more inclusive, resilient, and safe working environment.

The workplace violence when combined with HRM has not been studied comprehensively and the major chances that the researchers have been able to study pertain to the driver of workplace violence, the type of behavior used, and the target party, in addition to the HR actions employed to address workplace violence. Recent research has identified the problem of domestic violence (including the issues of work at home) and intimate partner violence and dwelt upon the fact that the organizations may provide assistance to the victims of their employees (Chan-Serafin et al., 2023; Kauzlarich and Greenwood, 2024). However, achieving full expansion on the area of research in this vital field still has a lot ahead to be achieved.

It can also mean that the emphasis on single data on behaviors needs to be changed to the structural and relational interpretation of violence that lies hidden in the systems of power and control, as well as inequality (Hearn, 2012; Reade, 2015). Instead, a multi-tiered theoretical perspective that relates micro-level levels of violence to meso-level organization culture and macrosystemic political and economic context provides a more complete perspective regarding work based violence (Baran et al., 2023). Moreover,

there is a need to call upon the multi-stakeholder approach to enumerate the role of the employer, employees, customers, trade union, legislators as well as society in cooperatively addressing work-based violence.

The dynamic changes of the work-based violence encourage the HRM researchers to move into a more advanced sphere of work beyond the reactive approach to include the proactive training, structural transformation, and the strengthening of the workplace policies concerning reporting and prevention. Moreover, interdisciplinary approach that combines sociological, health, legal, and organizational research knowledge can enhance the knowledge base of work-based violence and upscale the most relevant HRM strategies.

Previous studies have enlightened the information on the origin and nature of violence in work environments by employees especially client and customer violence. But it is not only through violence by the employees (e.g. customers and coworkers) that the former can be victims of violence, they can also perpetrate violence against the people they are serving. Little is known as to why employees can portray such violence towards their clients, the types of violence and how organizations can successfully prevent and react to these challenges. An example is whether HR policies and practices are the contributory factors to these behaviors. In that regard, violence can be considered as a coping tool as well as a sign of structural dysfunction.

The current studies on workplace violence have largely concentrated on bullying, sexual harassments and other types of incivilities. Little attention has been paid to how political and ideological antagonisms can cause divisions and polarization at the workplace, which can, in their turn, result in the emergence of new types of violence that are more complex than the previous ones. More political and ideological constructs have been noted to be the source cause of violence taking place, whether within or outside the workplace, including the tensions associated with the neoliberal ideologies (Springer, 2016). Regardless of such revelations, the nature in which the political systems and ideologies influence the mechanisms, conditions, and changing dynamics of work based violence have not yet been well understood.

It is also necessary to take into account cultural peculiarities in order to understand work-based violence and possible interventions. The definition of workplace violence, its management, and multi-stakeholder practices implicated by HR systems and management policies rely on national laws and cultures contributing to the diversity in the number of variants at organizational and national levels (Guthrie and Babic, 2021). The sense of violence, its meaning, and reaction to it may vary radically depending on the cultural context.

Some cultures and communities may tolerate, even institutionalize certain forms of violence according to specific standard practices and strategies (Chen et al., 2019; Rafferty, 2025), although every type of violence is denounced in professional-legal contexts on the international level. Such variations not only can influence the nature of violence in the workplace, but also the way in which employees respond to violence tend to report it and the way organizations and human resource managers can intervene.

Workplace violence and HRM studies have mostly centered on the employer, employee, colleagues and clients as the key stakeholder (Schmalz et al., 2018).s. On the other hand, the fact that other institutional forces, including trade unions and local communities, can help reduce the work-based violence has not been properly considered (Dhawale & Dasnur, 2024). A sociological institutionalism approach emphasizes the influence of formal and informal institutions such as trade unions and other community organizations on norms, resources and legitimacy in violence response (Chinguno, 2015).

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Significance of the Study

The study of work-based violence and its implication on human resource management (HRM) is worth mentioning critic because of a number of reasons. Firstly, it touches on a growing problem in the company setting that violence rate can adversely disrupt employee welfare, retention and productivity. This study is dedicated to the problem of work-based violence as the urgent need to develop strategies that will lead to the reduction in the scale and adverse impacts on individuals and their companies (Baran et al., 2023; Pariona-Cabrera et al., 2024).

Second, the study has contributed to the theoretical underpinning of HRM because it makes an attempt to redefine the term of workplace violence to work based violence. This conceptual shift allows taking a finer view of the possibility of violent acts going outside of the traditional workplace. This statement is crucial to the new demands of the concept of hybrid-workplace as violent acts may be directed on the street, over the internet, or even at home (Bradbury-Jones and Isham, 2020; Korczynski and Evans, 2013). The fact that this scope highlights the way in which work and violence are transforming necessitates the need in which the HRM practices should change too.

In addition, this study is applicable in its enquiry of the intersectionality of violence at the workplace, particularly gender. Researchers have revealed that the workplace violence is typically gendered, and women workers are considerably at a risk of encountering the cases of sexual violence and humiliation (AP News, 2024; The Guardian, 2024). Speaking of these gendered aspects, the work proposes aspects of intersectional responses in HRM to consider the power dynamics, debilitating areas, and flaws of the DEW practices in gendered occupation (Wilcox et al., 2021).

Moreover, the paper also puts an emphasis on the point that this multi-disciplinary approach is required in order to understand the issue of work based violence. The study incorporating the perspectives of sociology, psychology, and law and organization studies is valuable to the conversation concerning the issue of workplace violence and provides an excellent view of the origins and consequences of them (Shao et al., 2023). A policymaker or any other organizational leader cannot underestimate this interdisciplinary approach as it informs on more powerful prevention and intervention means.

And finally, the study addresses its relevancy to its potential implications on the policy development and organization actions. As a topical issue, the results they have placed could expound on HR policies, which provide healthy, comprehensive, and sustainable working environments. The research paper will have the capacity to introduce a paradigm shift by enhancing the mindset of actively undertaking the HRM actions that encompass training, awareness sessions, and clear reporting rules to appreciate the welfare and safety of workers (Chan-Serafin et al., 2023; Kauzlarich and Greenwood, 2024).

Aim and Objectives

The study will mainly gain an opportunity to explore the challenge of work based violence, how the vice relates to the human resources (HRM) management and worker welfare. The intended work will be intended to provide a clear picture on the effects of the various forms of workplace violence on employees and their organizations as well.

Objectives of the Study
In an attempt to explain the concept of work based violence and differentiate it with the traditional definitions of worksite violence, it is important to stress its application in the recent working environment.
To study the various forms of work-based violence and their occurrence rate in various industries, such as physical, sexually, and psychologically based violence.
To delve into what happens on an individual, organizational, and societal level to ensure that work-based violence occurs such as power, cultural practices, and economic issues.
To determine the short and long-term impact of work based violence on the mental wellbeing of employees or their job satisfaction and retention rate and the overall effectiveness of the organization.
To examine the existing approaches to the HRM method to work-based violence, in all its forms such as prevention, reporting, and support to the victims
To come up with practical suggestions to the HR professionals and organizational leaders to establish safer and more equal workplace

Research Questions
What does work based violence entail and in what ways does it differ with the conventional workplace violence?
What are the different types of the work based violence and how prevalent are they across different industries?
What are the personal, organizational and social determinants of occurrence of work based violence?
What is the effect of work-based violence on the well-being of employees working conditions, cultural conditions, and the overall performance of the organization?
Which HRM practices and policies exist now to deal with work-based violence and what are their performance?
Which best practices can be suggested to the organizations to avoid work-based violence and assist the affected employees?

Literature Review:
Workplace violence is a problem that has become critical regarding the welfare of employees and well-being of organizations. The intricacies of the phenomena demand an elaborate scrutiny of its different varieties, causes and implication as it applies to human resource management (HRM). This literature review is a synthesis of existing studies about workplace violence and it reveals the fact that effective workforce HRM practices are required to alleviate the effects of the violence. The review has touched on various issues regarding the workplace violence such as definition and occurrence, causes and the involvement of HRM in their management issues.

Workplace Violence Definitions and Types
Workplace violence involves a collection of behaviors such as physical, verbal as well as psychological threats. The International Labor Organization (2022) describes workplace violence and assessments as action, happening, and or behavior that stances a hazard or threat to the security or risk the safety of the workers. The given definition sheds light on the different forms, of workplace violence comprising bullying, harassment, and the physical aggression.
 Workplace violence is illustrated by Allan, Baran, and Rogelberg (2023) as a forgotten epidemic, which means that it permeates the field of organizations and still remains

under-researched and insufficiently discussed in the media. Moreover, Chappell and Di Martino (1998) classify the type of workplace violence into the following four categories: criminal intent, customer/ client violence, employee-on-employee violence, and personal relationship violence and assign these different types of violence distinct solutions.

Dominance of Workplace Violence

Studies have shown that work place violence is a very common practice, and it applies to different fields of occupation. In a meta-analysis and systematic review, Abeyta and Welsh (2022) were able to identify that around such big parts of the workforce are affected by workplace violence. They found that particularly vulnerable to acts of violence are healthcare workers, workers in the service industry and such that are dealing with high-stress environments.

Calvard and Sang (2017) sentiments that minimizing the prevalence of workplace violence is only possible within the framework of a socio-structural approach, which includes the wider contextual interference in understanding violent actions An example of this is the relationships of power around organizations; matters of power relation can increase the chances of violence especially in those organizations that are hierarchical because the employees might feel helpless or oppressed.

Contributing Factors

There are various causes to the occurrence of violence in the workplace which include organizational culture, employee stress and society. Bartram et al. (2024) examine the impact of anti-violence HRM practices and management trust on the intention of government employees to leave their job in aged care institutions. Their results indicate that when this is accompanied by a conducive organizational culture coupled with effective HRM practices, then the threat of violence can be reduced and hence, the retention of employees can increase.

COVID-19 and the resulting conditions have made the situation around workplace violence even more complicated. Bradbury-Jones and Isham (2020) point to the contradiction of domestic violence rising throughout the pandemic and extending it to the work contexts.

The prior study of Chan-Serafin et al. (2023) identifies different ways where HR practices can be applied to highlight the issues facing by employees relating with co-partner violence and the association between the symbol of lady in leadership spots and a more fruitful comeback to the problem.

Role of Human Resource Management

HRM is crucial in curbing violence in the workplace by formulating and enforcing good policies and practices. Shao et al. (2023) reveal the significance of anti-violence HRM practices in the healthcare and aged care settings. Their study finds that organizations can be recommended to develop a set of guidelines on how to report and manage violent acts and also conduct training to the employees on conflict management and de-escalation strategies.

Moreover, De Cieri et al. (2019) also examine workplace bullying and power dynamics at it, claiming that HRM has to consider the social systems that underlie workplace bullying. The HRM can establish a culture of respect and accountability by doing so the employees will have the environment where they feel discouraged to participate in violence and a culture that also emphasizes the health of employees.

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The article by Guthrie and Babic (2021) explains the possibility of liability of the employers with respect to the family and domestic violence, and indicate that companies cannot ignore the fact that they can cracks down violence against employees that might begin at home. This school of thought urges HRM to have a whole approach, incorporating both the professional and domestic violence policies.

Interventions and Best Practices

In order to reduce workplace violence, there is a need of appropriate interventions which play an important vital role while providing moral support to those who has been victims. According to the prior study of Abeyta and Welsh (2022) many hindrance interferences have been recorded, like programs of training, new organizational policies, support services for employees. Their review is systematic and points at the beneficial effect of these measures in the prevention of cases of workplace violence.

The results by Cavanagh et al. (2025) are valuable in undergoing the views of Australian aged care managers and employees in the context of anti-violence HRM. Their results indicate that the development of trust between employees and the management is the key to the successful realization of violence prevention measures. One can achieve this trust by having open communication with employees, allowing them to participate in decision-making as well as enforcing policies on an on-going basis.

In addition, Pariana-Cabrera et al. (2024) analyze the impact of workplace violence on job stresses among healthcare professionals and find out that the best HRM practices to have on the education of mental health of workers will be to cushion the adverse consequences of violence on employees. Focusing on the welfare of employees will help organizations to have a stronger workforce better positioned to manage the circumstances of work-related violence.

Case and Field Studies and Implications

The latest high-profile incidents of workplace violence including those that involve healthcare professionals underline the critical issue of interventions that would be necessary in HRM. According to the statement of 'AP News' (2024) about the former surgeon from French who has been blamed of assaulting 299 victims, where most of them were found child patients. This incident highlight the countless meaning of being on protector and liable in healthcare surroundings where the influence irregularity may effect in serious misapplications.

Similarly, a study conducted by The Guardian (2024) says that a preliminary survey of doctors confirms that almost half of them were harassed sexually by their patients, which makes it possible to identify the high rate of violence within the healthcare facility. These findings justify the significance of HRM creating specific solutions that will help advance the particular problems of the professionals connected with healthcare, including education on patient handling and violence.

Organizational Justice Theory

Organizational Justice Theory which was mainly designed by both John Colquitt and M. Linda Steensma is concerned with the fairness perceptions in the organizational environment. This theory would seek to understand the approach used by the employees to reflect upon the level of fairness of the results, the process, and interpersonal relationships in the work place. It includes three major dimensions, that is, distributive justice (fairness of outcomes), procedural justice (fairness of processes), and interactional justice (fairness of treatment of others) (Colquitt, 2001).

According to this theory, attitudes, as well as behavior of employees, may be greatly determined by their perceptions of fairness. Feeling wronged by the employees may have adverse effect and may make the employees feel very de-motivated and the employees may decide to quit their jobs and at even worse levels, may result in employee violence. Such violence may not just be confined to the physical work place but it is applicable in many avenues, and thus the phenomenon of work-based violence is becoming even more applicable (Ambrose et al., 2007). It is therefore paramount to create a sense of justice at the workplace in order to create a healthy climate within the organization.

Theory in Practice
The underpinning theory of the current study in respect to work based violence would be the Organizational justice Theory to consider in respect to the data, concerning the presence of fairness in the terms of working conditions and their influence on violent behaviors among the employees in different settings. According to this theoretical framework, the following necessary phenomena in terms of work-based violence are studied in the research:

Sensation of Injustice and Aggression: The enraged employees who perceive themselves to have been mistreated are more likely to be voted into violent actions such as work-related violence as one of the means of compensating regained lost face of fairness. This augets well with the premise of this theory that the undesirable perception would lead to deviant behavior in any form of situation (Colquitt, 2001)

Implication on Well-being of Employees: The theory has an implication on the dependence of employee well-being and perceived injustice. Employees subjected to unfair treatment will experience mental unease and the same is likely to lead to aggressive acts on fellow employees, consumers or even on the street (Ambrose et al., 2007).

HRM Practices and Fairness: Fairness in HRM Practices through the use of the Organizational Justice Theory reflects the role of an organization that involves open processes and decisions, fair treatment, and equal results. Organizations that hold equality in the forefront can prevent the chances of work-based violence through the development of a workplace culture of respect/equity both inside and out of the workplace (De Cieri et al., 2019).

Gender Dynamics and Work-Based Violence: The theory may also be used to examine the discussion of how gender dynamics affect the idea of fairness and its role in creating work-based violence. The knowledge of these dynamics can assist organizations to criminate better in the instances of gender-based violence in any manner, which improves safety and inclusion (Wilcox et al., 2021).

Possible Future Directions
The theme of violence connected with the work in the range of public sector, especially among the workers in the sector of police presents various opportunities of further investigation. The combination of quantitative and qualitative methods should yield mixed approaches to the problem in which a combined method that is both qualitative and quantitative will be used to get a detailed view of issues revolving around this issue. Some scientific recommendations regarding the research direction to be taken researchers

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and PhD scholars in the future

Knowledge of the Knowing How to use Power Is Too Much
Quantitative Study
Purpose: The purpose of the study is to evaluate the occurrence and circumstances of the excessive use of power among police officers.
Methodology: A survey on a large scale would be provided to police departments of different regions. Those questions might also be included in the survey related to the experiences of the officers, training, and views on the opinion of the people, and situational circumstances they oversaw during the duty. The statistical tests including regression analysis may aid in determining the correlation between these factors and the cases of excessive force.
Predicted Results: The present research would result in the amount of measurable data on how often the kind of force is applied and about the situational conditions that indicate the situation in which it is excessively used in order to develop specific HR intervention

Qualitative Study:
Purpose: To investigate life stories and understandings of police officers on the use of power.
Methodology: In depth interviews either in-depth or focus groups of police officers can be engaged and narratives supporting their decision-making procedures, training experiences and their interaction with the community can be gathered. This qualitative information would assist to clarify the behind-force steps and tremendous pressures resulting in overuse of force.
Predicted Result: The perspectives of officers would have provided the most essential aspects which lead to aggressive behaviors and this would allow a greater insight into the psychological and social dynamics involved
Profiling and Preventing Violent Behaviors using HR Interventions

Quantitative Study:
Research question: What is the effectiveness of certain HR interventions aimed at decreasing the rates of violence in the work of the public sector?
Methodology: Pre-and post-intervention study may be applied, in which case, the departments that change their HR policies (i. e. de-escalation training, mental health support) and those who do not may be compared. Before and after these interventions, surveys on the attitudes of employees regarding violence and the attitude towards the job could be taken.
Expected Outcome: The study would be able to give empirical evidence on the effectiveness of HR intervention that would enable organizations to optimize their measures to avoid the act of violence

Qualitative Study:
Purpose: To obtain information on the perception of the HR interventions by the employees of the state sector.
Methodology: Participate in interviews of the HR professionals and the frontline employees to hear about the perceived relevance and efficacy of the deployed interventions. Another aspect that this study may address is the suggestions by the employees on how this can be improved.
Expected Result: The qualitative information may help identify any gaps in the current

HR practices or show what can be done to make them better and add to the more efficient violence prevention directions
The Discussion of the Role of Public Policies

Quantitative Study:
Purpose: To exemplify how certain institutional policies (e.g. the immigration policies) are influencing the views of violence and its instances within the workforce of the public sector.
Methodology: Use the current crime and incident data points, and carry out the surveys on popular opinion to test the relationship between changes in the policy and the violence reproaches reported. The statistical models may assist in determining the trends and patterns.
General Generality: The study would find its way to give evidence on how certain policies are probably leading to violence which would make the policy makers aware of the unintended impacts of these policies.

Qualitative Study:
Purpose: To gain insight into the way the followers of the public sector are using the assumptions about the way the public policies impact their working environment and safety.
Methodology: The focus groups with the working professionals of the public sector may help to conduct the discussion concerning their experiences concerning the policies developed by the government, how they perceive the public opinion, and the way in which the issues influence their job performances and their safety.
Expected Result: This qualitative study may provide sensitive perceptions of the intersection of policy and working in the public sector, identifying in what aspects policy changes might be effective at reducing violence
Creating Public policies to Favor Safety

Quantitative Study:
Research questions: To evaluate the efficacy of sound policies enacted by the government to minimize violence within the working sectors
Methodology: A comparative study of the regions that have various community policies towards public safety, community policing, and employee support systems would have been possible. Information about violence and well-being of employees could be gathered and evaluated.
Possible Result: The proposed research may help establish the most effective policy frameworks to support the process of violence prevention and eliminate aggression, giving the results to policymakers.

Qualitative Study:
Hypothesis: To understand how engagements in public policies are perceived by the employees in the public sector regarding its influence on their safety and job performances.
Methodology: Interview policymakers, employees in the public sector, and local stakeholders to obtain the information concerning how effective are existing policies and what new initiatives may be offered.
Implications: The research may produce recommendations that can be proposed as actionable in changing the policies of the contributing factors that could lead to the safety

of the employees at the workplace in the government.

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