

ANTHROPOLOGICAL-PSYCHOLOGICAL APPROACHES TO ENHANCING LITERACY ON SEXUAL BEHAVIOR DEVIATIONS FOR PREVENTING MENTAL HEALTH DISORDERS

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Abstract Sexual behavior deviations represent a multidimensional issue closely linked to social norms, cultural constructions, and individual psychological experiences. Low levels of sexual literacy in workplace settings often generate stigma, misinterpretations, and increase the risk of mental health problems. This study aimed to evaluate the effectiveness of socialization programs addressing deviant sexual behavior in organizational contexts by employing a psychological anthropology approach, emphasizing the role of work culture in shaping understanding and supporting preventive efforts. A total of 20 employees from Company X in Makassar participated in a 60-minute session using the Participatory Rural Appraisal (PRA) method designed to foster active engagement. The materials were developed collaboratively, highlighting psychological aspects, local cultural values, organizational dynamics, and their relevance to mental health prevention. Pre- and post-test results demonstrated a significant improvement, with average scores increasing from 65 to 83; 80% of participants achieved a high level of understanding, while the remainder fell into medium and low categories. These findings confirm that a work culture-based psychological anthropology approach effectively enhances literacy on deviant sexual behavior and should be integrated into human resource development policies as an adaptive promotive-preventive strategy for managing cultural diversity in modern organizations.

Keyword:

Anthropology of psychology, mental health, sexual behavior deviations, sexual literacy

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1. Introduction

Sexual behavior deviation is a multidimensional issue that cannot be understood in a straightforward manner, as its emergence is influenced by cultural constructs, the internalization of social norms, and the individual's psychological dynamics, all of which interact with one another (Marchetti, 2023; Schippers, 2025; Turner-Moore & Waterman, 2023). Recent studies have emphasized that the emergence of problematic sexual behavior is often triggered by the individual's psychological state, such as impulsive tendencies, limited self-control, and links with certain psychopathological disorders (Marchetti, 2023). However, the meaning attached to the term "deviation" itself does not stand neutral; rather, it is strongly shaped by the social constructions built through the values and norms prevailing in a society (Turner-Moore & Waterman, 2023). In recent years, research on deviant sexual behavior has increasingly highlighted the importance of understanding its multiple causes from an integrated perspective. Studies indicate that such behaviors may stem from a combination of biological predispositions, attachment issues, cognitive distortions, and socio-cultural learning experiences. Together, these factors suggest that deviant sexual interests cannot be traced to a single cause but rather emerge from the complex interplay between psychological processes and social environments (Schippers, 2024). Building on this understanding, the current study takes an anthropological-psychological approach, focusing on how cultural narratives, moral norms, and shared beliefs shape both individual perceptions and societal responses to deviant sexual behaviors. From this perspective, improving literacy on sexual behavior deviations is framed not only as a means of psychological prevention but also as a culturally informed strategy to support mental health and social well-being.

The meaning assigned to sexual behavior, saturated as it is with cultural and psychological influences, highlights the importance of sexual literacy, especially in the workplace. Low levels of sexual literacy in work environments can give rise to serious problems, as lack of understanding often leads to misinterpretation, reinforces stigma, and increases the risk of mental health disorders. In essence, sexual literacy encompasses knowledge about biological and reproductive functions, the ability to evaluate circulating information, and the skills to develop a critical perspective towards social norms and stigma. The level of literacy plays an important role in determining how well individuals are able to recognize deviant behavior, maintain professional boundaries, and take appropriate steps—such as reporting or seeking support when facing incidents. Recent research shows that increased sexual literacy correlates with the effectiveness of preventive practices and reduces the risks arising from misinformation (Manwong et al., 2022). However, the concept of "deviation" in sexual behavior is neither universal nor neutral, but is shaped by diagnostic frameworks, societal norm constructions, and prevailing legal or medical regulations. Critical studies stress the importance of deconstructing the term "sexual deviance," since pathological categories often reflect cultural biases and historical legacies. Common tests for sexual interest and arousal — such as penile plethysmography, the Abel assessment, and the MSI-II — do not always align with individuals' actual behavior, suggesting that what counts as "deviant" depends heavily on how and in what context it is measured (Stinson & Becker, 2008). Therefore, efforts to improve sexual literacy cannot be separated from the context of psychological anthropology, which highlights how organizational culture and local values influence the way individuals and groups interpret sexual behavior (Turner-Moore & Waterman, 2023). With this perspective, sexual literacy functions not only as an educational tool but also as a preventive strategy to reduce the potential for mental health disturbances caused by misinterpretation or stigmatization.

The lack of understanding regarding sexual literacy in the workplace often results in

misinterpretations, reinforces stereotypes, and creates confusion in handling cases, which ultimately has a negative impact on employees' psychological well-being. Several studies indicate that both direct experiences and exposure to sexual harassment are correlated with a decline in mental well-being—as reflected by increased stress, emotional exhaustion, anxiety, and reduced self-efficacy and vitality at work (Perales et al., 2024). Similar findings were reported in a study in Sweden, which found a link between sexual harassment and decreased work vitality as well as the mental health of university employees (Pilgaard et al., 2025) and a longitudinal study in the United States revealed that workplace harassment can trigger both psychological distress and maladaptive behaviors such as excessive alcohol consumption (Kayaalp et al., 2025). Therefore, increasing sexual literacy in the workplace can be seen as an important preventive measure, not only to reduce psychological burdens, but also to strengthen the development of a healthier and more inclusive organizational culture. This situation is also relevant to the operational work environment at Company X in Makassar City. Employees from diverse cultural backgrounds need to share a common understanding regarding sexual issues, including deviant behaviors. A lack of literacy in this area has the potential to trigger conflicts, misunderstandings, or even discriminatory actions. Research shows that implementing inclusive human resource practices and fostering a conducive organizational climate can reduce gender inequality and lower the risk of sexual harassment in the workplace (Stamarski & Son Hing, 2015). The impact of these conditions is not only felt by the affected individuals but can also influence the overall atmosphere and performance of the organization. Cases of workplace sexual harassment are often not handled properly, giving rise to double vulnerabilities for workers, both physically and psychologically. These impacts are not only directly experienced by the victims but can also affect the broader work environment (Wijayanti, 2022). Exposure to sexual harassment, including for those who are merely witnesses, can cause psychological pressures such as stress, emotional exhaustion, and diminished self-confidence at work. This situation underscores the necessity of improving sexual literacy in the workplace as a preventive measure—not only to protect victims, but also to maintain psychological health and the overall organizational climate (Acquadro Maran et al., 2022). However, studies on sexual literacy within Indonesia's work context remain very limited, especially those using a psychological anthropology approach, even though various findings show that this issue has serious implications for employee well-being. Most existing studies focus more on medical or legal aspects, while the cultural and psychological dimensions influencing perceptions and responses to problematic sexual behavior are rarely explored.

Psychological anthropology is an interdisciplinary field that examines the relationship between psychological processes—such as emotions, motivation, and identity formation—and cultural practices, historical contexts, and institutional structures. This approach rejects the idea that inner experiences stand alone; rather, these experiences are framed by cultural meanings, daily routines, and institutional rules that define the boundaries between what is normal and what is considered deviant. To capture the variations of human experience, this field encourages multi-local and multi-voiced perspectives, and relies on ethnography and a combination of qualitative–quantitative methods as main tools of analysis (Funk & Stodulka, 2023). Within organizational settings, this framework is useful for uncovering differences in the ways employee groups interpret and respond to sexual behaviors—including those categorized as "deviant." Factors such as company norms, local history, and patterns of daily interactions can influence perceptions of problematic behavior, the responses of victims and witnesses, as well as mechanisms for reporting and imposing sanctions. Such understanding forms a critical basis for designing intervention strategies that are both culturally relevant and psychologically effective (Mosse et al., 2023).

The psychological anthropology approach provides an important framework for understanding the relationship between individual psychology and cultural context in multicultural work environments. Previous research highlights that cultural differences play a role in shaping communication patterns, so integrating the perspectives of psychology and anthropology allows for the analysis of cross-cultural interactions while also identifying the challenges and opportunities in intercultural collaboration (Jonasson & Lauring, 2012). Based on this framework, the present research focuses on how cultural norms, personal experiences, and psychological dynamics influence workers' perceptions of sexual deviance, as well as its impact on organizational climate. This approach is also related to several branches of applied anthropology, including organizational anthropology, which studies work culture and structures; medical anthropology, which emphasizes aspects of mental health relating to sexual literacy; and urban anthropology, which highlights social interactions in multicultural work environments. Thus, this approach is expected to function as a preventive strategy to support workers' mental health while also building an inclusive and healthy workplace culture.

2. Method

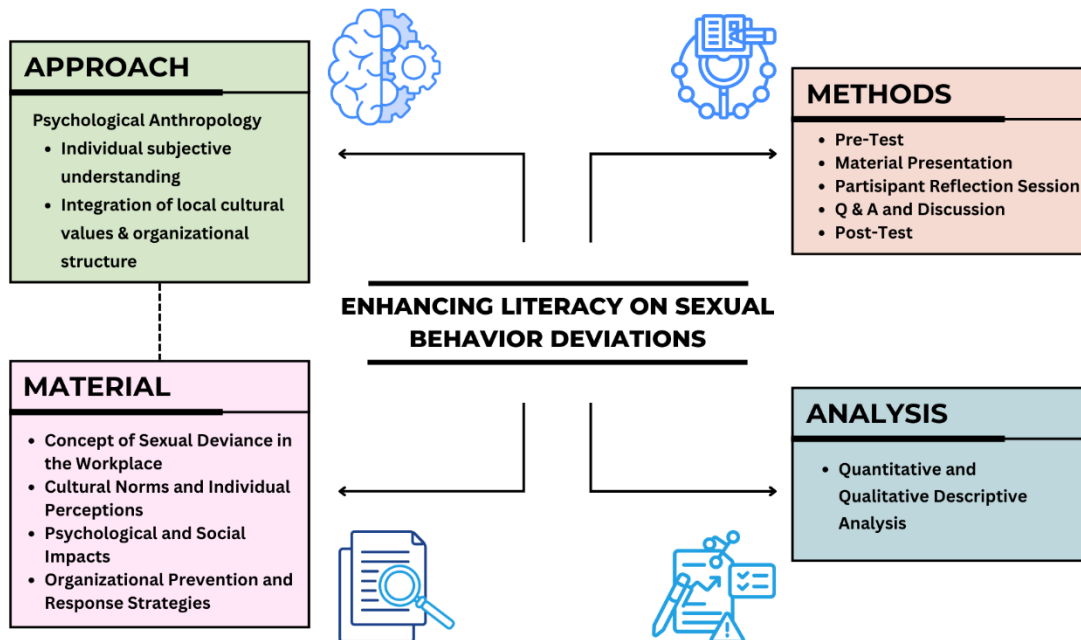


Figure 1. Overview of the Socialization Implementation

This study employs a quantitative approach with a quasi-experimental design, specifically using the one-group pretest-posttest model. This design was chosen because it allows researchers to systematically assess changes in participants' understanding before and after the psychoeducational intervention, without requiring a control group. This approach is considered appropriate for practical interventions in workplace settings, where randomly assigning participants to experimental and control groups is often impractical, both ethically and logistically. Previous studies have indicated that the one-group pretest-posttest design is effective for evaluating intervention programs, particularly when the research focus is on changes that arise directly from the treatment provided (Hananto & Melini, 2023; Van Simaey et al., 2025).

Although this design has limitations in controlling for external variables that may influence

the results, its strength lies in its ability to directly capture changes in pretest and posttest scores, which are assumed to reflect the impact of the intervention. The quantitative approach was chosen because this study emphasizes numerical measurement of participants' levels of understanding, allowing the results to be statistically analyzed for significance of change. Thus, this design provides a systematic and replicable evaluation framework for similar research.

The study was conducted at Company X, located in the city of Makassar—a coastal city with rich cultural diversity and high levels of multicultural interaction—making it a relevant site for understanding social and cultural dynamics in the context of urban anthropology. The research took place on August 1, 2025. The subjects were employees of Company X in Makassar, selected purposively according to the following criteria: active employees, full participation in the intervention, and completion of both the pre-test and post-test. The intervention was delivered in a 60-minute educational session designed in a participatory format, including pre-test administration, presentation of conceptual material, participant reflection sessions, Q&A discussions, and a post-test. The material covered: (1) the concept of sexual behavior deviations in the workplace, (2) cultural norms and individual perceptions, (3) psychological and social impacts, and (4) strategies for prevention and organizational response. Delivery utilized a psychological anthropology approach, integrating individual psychological understanding with local cultural values and the organization's social structure.

The evaluation instrument consisted of pre-test and post-tests measuring participants' conceptual and applied knowledge regarding sexual behavioral deviations in the organizational setting through the lens of psychological anthropology, considering the influence of workplace cultural perspectives in shaping understanding and supporting the prevention of mental health disorders. The test comprised 8 multiple-choice questions, scoring 1 for each correct answer and 0 for incorrect, with a total possible score range of 0–10. Scores were then categorized as low (0–3), medium (4–5), and high (6–8) to facilitate interpretation of participants' understanding levels.

In this study, data were processed using quantitative descriptive analysis to present participants' score changes from pretest to post-test in a structured and objective manner. The analysis aimed to summarize numerical data so that the impact of the intervention could be more easily understood. The procedures included calculating means, standard deviations, and percentage changes in scores, and presenting the results in tables or graphs to facilitate visualization. This approach is well-suited for research with a pretest-posttest design, where data are collected both before and after treatment to assess observed changes (Dimitrov & Rumrill Phillip D., 2003). In addition to quantitative methods, this study also adopted qualitative methods through a psychological anthropology approach, focusing on local cultural reflection, participatory observation, and group discussions to gain deeper insights into how employees perceive sexual behavioral deviations in the workplace.

3. Result and Discussion

3.1 Increasing Knowledge through Pre-Test and Post-Test

This study examines how the psychological anthropology approach can be applied to improve literacy regarding sexual behavior deviations. This approach integrates an individual's psychological understanding with the cultural context where the person resides, making the education provided more relevant, contextual, and meaningful. In this intervention, the delivery of materials emphasized not only clinical and medical aspects but also took into account workplace cultural values and local perceptions regarding norms of sexual behavior, professional ethics, and power relations in the workplace. The ultimate goal is to prevent mental health

disorders that may arise from ignorance or misperceptions about deviant behavior. Previous research has shown that measurements tailored to the local context—including perceptions, experiences, and coping strategies related to sexual harassment in the workplace—highlight the importance of the psychological anthropology approach, as literacy that is sensitive to culture and power relations has the potential to be more effective in preventing long-term psychological effects (Worke et al., 2022).

This educational program was attended by 20 participants who completed the full session, consisting of 5 men and 15 women, with at least a high school education or equivalent up to a bachelor's degree. Most of the participants had never attended formal training or education that addressed issues of deviant sexual behavior and its impact on mental health. The socialization session consisted of material delivery and interactive discussions with participants for 60 minutes. At the beginning, before any material was presented, participants were given a pre-test as a tool to assess their understanding of deviant sexual behavior in the context of local and workplace culture. Then, at the end of the session, participants were given a post-test as an evaluation tool to measure their understanding of the material presented. A comparison of the pre-test and post-test results is presented in Figure 2 and Table 1, describing participants' levels of understanding after the education on sexual behavior deviation.

This study applied a quantitative approach with a quasi-experimental design using the one-group pretest-posttest model. This design was chosen because it enables researchers to measure changes in participants' understanding before and after receiving the psychoeducational intervention, without requiring a control group. This approach is considered appropriate for practical interventions in the workplace, where randomly dividing participants into experimental and control groups is often difficult due to ethical and logistical reasons. Several previous studies have indicated that the one-group pretest-posttest design is effective for evaluating intervention programs, especially when the focus is on changes that directly result from the treatment provided (Hananto & Melini, 2023; Van Simaey et al., 2025).

Although this design has limitations in controlling for external variables that may influence the results, its strength lies in the ability to directly capture changes in pretest and posttest scores, which are assumed to reflect the impact of the intervention. The quantitative approach was chosen because this study emphasizes numerical measurement of participants' levels of understanding, allowing statistical analysis to assess the significance of changes. Thus, this design provides a systematic and replicable evaluation framework for similar research.

The study was conducted at Company X, located in Makassar City, a coastal city with high cultural diversity and multicultural interaction, making it a relevant location to understand the social and cultural dynamics in the context of urban anthropology. The research was conducted on August 1, 2025. The research subjects were employees of Company X in Makassar City, selected purposively with the following criteria: active employees, participated in the full intervention, and completed both pre-test and post-test. The intervention was provided in a 60-minute educational session designed in a participatory format, including pre-test completion, conceptual material presentation, participant reflection sessions, Q&A and discussion, and post-test. The material covered included: (1) the concept of deviant sexual behavior in the workplace, (2) cultural norms and individual perceptions, (3) psychological and social impacts, and (4) strategies for prevention and organizational response. Delivery was conducted using a psychological anthropology approach, which blends individual psychological understanding with local cultural values and social structures within the organization.

The evaluation instrument consisted of a pre-test and post-test that measured participants' conceptual knowledge and applied understanding of deviant sexual behavior in organizational

settings through a psychological anthropology approach, taking into consideration the influence of workplace cultural perspectives in shaping understanding and supporting the prevention of mental health disorders. The test consisted of 8 multiple-choice items with a score of 1 for each correct answer and 0 for each wrong answer, resulting in a score range of 0-10. The scores were then categorized as low (0-3), medium (4-5), and high (6-8) to facilitate interpretation of participants' understanding levels.

In this study, data were processed using descriptive quantitative analysis to systematically and objectively show changes in participants' scores from pretest to posttest. This analysis aims to present numerical data concisely so that the impact of the intervention can be more easily understood. The procedures applied included calculating the mean, standard deviation, and percentage change in scores, as well as presenting the results in tables or graphs to facilitate visualization. This approach is highly suitable for research with a pretest-posttest design, where data are collected before and after the intervention to assess changes that occur (Dimitrov & Rumrill Phillip D., 2003). In addition to the quantitative method, this study also adopted qualitative methods through a psychological anthropology approach, focusing on reflections of local culture, participant observation, and group discussions, to obtain an in-depth understanding of how employees perceive deviant sexual behavior in the workplace.

Table 1. Description of participants' level of understanding after attending the Socialization on Sexual Behavior Deviance

Category	Number	Percentage (%)
High	16	80%
Moderate	3	15%
Low	1	5%
Total	20	100

The results of the educational activity showed that 16 participants (80%) had a high level of understanding of the material on the dissemination of information about sexual behavior deviations. Meanwhile, 3 participants (15%) had a moderate level of understanding, and 1 participant (5%) was classified as having a low level of understanding (Table 1). These findings indicate that the dissemination of information about sexual behavior deviations, which emphasizes psychological aspects, local culture and work culture, as well as organizational dynamics, is then linked to efforts to prevent mental health disorders.

The implementation of interventions with a pre-test and post-test design has proven effective in increasing participants' self-confidence while also encouraging them to take preventive action against gender-based violence (Rose et al., 2025). Brief trainings using a participatory approach can have a significant impact on changing attitudes and increasing participants' knowledge regarding issues of gender-based violence (Nielsen et al., 2025). Gender-based violence encompasses a broad spectrum of harmful behaviors, including sexual violence, which should be examined not only through individual actions but also within broader socio-cultural and structural contexts. Assessments of sexual or gender-based violence typically employ multiple approaches—ranging from self-reports and behavioral histories to physiological measures—which together provide insights into patterns of abusive behavior and

inform effective preventive strategies (Baxi, 2014). Incorporating such insights into brief participatory trainings may further enhance their ability to change attitudes and encourage protective behaviors among participants. In Indonesia, the use of innovative methods such as virtual reality (VR) simulations can strengthen workers' understanding of the definitions and forms of sexual harassment in the workplace (Pike Tinu Koithara Mathew, 2023). Scenario-based interactive training—especially when accompanied by organizational policy support—was found to be the most effective in fostering positive attitudes toward the prevention of sexual harassment (William et al., 2025). Moreover, the importance of a socio-ecological approach and the involvement of various stakeholders in prevention efforts has been highlighted, as such strategies are more likely to result in sustainable organizational culture change, both in academic settings and the workplace (Zara et al., 2024).

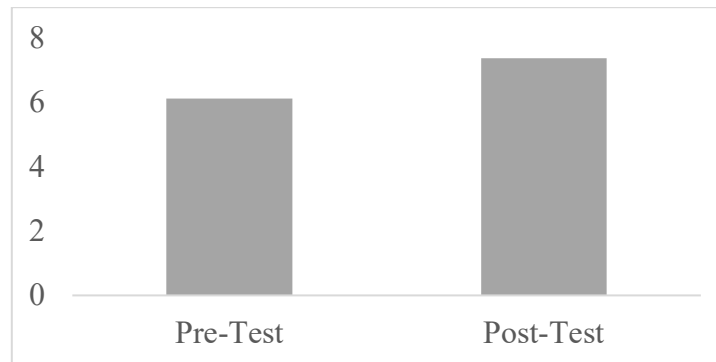


Figure 2. Diagram of average pre-test and post-test scores for the socialization of Sexual Behavior Deviations

In addition, the evaluative analysis results reinforce these findings by showing a significant increase in participants' understanding after receiving socialization on sexual behavior deviations. The average pre-test score, initially at 65, increased to 83 on the post-test, as shown in Figure 2. This increase reflects that the socialization conducted was able to enhance participants' knowledge regarding social behavior deviations as an effort to prevent mental health disorders. The findings of this study indicate that the delivery of socialization materials on deviant sexual behavior through a psychological anthropology approach, while taking into account work culture perspectives, is effective in enhancing employees' understanding of this issue within organizational settings. This is consistent with previous research demonstrating that organizational culture, the distribution of power among employees, and gender composition significantly influence not only the prevalence of sexual harassment but also the specific forms it may take. Accordingly, the development of socialization materials grounded in a psychological anthropology approach that incorporates work culture and power dynamics can provide employees with a clearer understanding of the diverse manifestations of deviant sexual behavior, while simultaneously fostering greater sensitivity to the organizational norms and values in place (Chamberlain et al., 2008).

3.2 Participants' Reflection on Organizational Norms and Values

As part of the learning process, participants engaged in activities such as reflection sessions and Q&A, which helped them see situations from other people's perspectives, evaluate the social impact of various behaviors, and understand how norms and cultural values shape how individuals interpret sexual behavior. With this approach, participants not only gain theoretical understanding but also reflective skills that can be practically applied in daily professional

interactions. Such training activities not only focus on enhancing intellectual knowledge but also play a role in strengthening sexual literacy, nurturing ethical awareness, and building social commitment in work environments and educational institutions (Muniroh et al., 2024). Recent research shows that reflective learning can enhance participants' sexual literacy and facilitate the development of critical awareness regarding potentially deviant behaviors, both in educational contexts and in the workplace (Chan & Lee, 2021; Coyle et al., 2021).

The use of reflective discussions also strengthens participants' practical understanding, which was previously less addressed by conventional educational approaches. Several studies show that reflective interaction enables participants to assess social and cultural contexts more critically, as well as to understand the ethical implications of their behavior, including when facing dilemmas or conflicts in the workplace (Gathu, 2022; Kapachika et al., 2025). The results of this intervention not only demonstrate the effectiveness of the psychological anthropology approach in improving participants' literacy, but also reveal how this approach is specifically relevant to the characteristics of the organizations where the training is conducted.

A brief narrative from the discussions indicated how participants interpreted the material, with one female participant stating,

"I just realized that behavior considered normal by coworkers could hurt others, depending on our office culture context."

Additionally, two male participants also stated,

"I used to think sexual jokes at the office were normal, but now I understand that the context and others' perceptions greatly determine whether it's hurtful or not."

"From this discussion, I've come to realize the importance of understanding office norms and the cultural backgrounds of colleagues to avoid misunderstandings or conflicts within the team."

Such discussions emphasize the relevance of work culture context in assessing sexual behavior, while also highlighting the capacity of these interventions to foster critical reflection on the prevailing norms and values within organizations. Global research indicates that understanding social norms and openly communicating sexual identities in the workplace can reduce the risk of harassment and enhance ethical professional interactions (Buizer et al., 2025; Corlett et al., 2024). As a strategic unit operating under high physical work demands and rotating work shifts, Company X in Makassar faces unique psychosocial challenges. The shift system and high intensity of social interactions, both among employees and with external parties, create opportunities for chronic work stress, emotional exhaustion, and vulnerability to relational conflicts, including the possibility of deviant behavior. This approach successfully bridges the gap between theory and practice and broadens participants' perspectives on sexual behavioral deviations as a complex issue encompassing individual psychology, social structure, and work culture. Supported by recent research, it has been proven that interventions based on reflection and critical discussion not only improve sexual literacy but also strengthen participants' understanding of organizational culture, social norms, and the consequences of behavior within professional settings (Liang, 2024; Tight, 2024). Previous research shows that the reflective approach can enhance participants' understanding of social norms and organizational culture, as well as facilitate critical awareness of potentially deviant behavior (Dyer & Hurd, 2021).

3.3 Effectiveness of the Psychological Anthropology Approach

An approach that integrates psychological and anthropological perspectives has proven effective in bridging the gap between theory and practice, enabling training programs to help participants understand deviant sexual behavior as a complex and multidimensional phenomenon (Grinde, 2021). This phenomenon is influenced not only by the psychological aspects of the individual, but also by the social norms and cultural values present in the surrounding environment (Klein et al., 2024). Cross-cultural research shows that while emotional experiences follow similar patterns across societies, the ways emotions are expressed are still determined by cultural rules and local social conditions (Cowen et al., 2024). Previous studies have also emphasized that cultural norms greatly influence sexual behavior, as the expression and understanding of sexual behavior cannot be separated from each culture's context. This demonstrates that perceptions of what is considered "deviant" sexual behavior are heavily dependent on the local cultural framework, including prevailing values, traditions, and social practices (Ubillos et al., 2000). By taking into account cultural diversity as well as gender sensitivity, this training model encourages participants to be more attuned to social and ethical responsibilities when assessing or responding to sexual behaviors considered deviant.

Previous research has further emphasized the importance of an interdisciplinary approach to understanding sexual behavior. For example, cross-cultural analyses show that high-risk sexual behavior among adolescents is influenced by cultural norms and the process of acculturation, with significant differences between Asia and Euro-American regions (Khumalo et al., 2020). In addition, studies on sexual behavior in modern societies highlight how the social environment can affect quality of life through sexual experiences (Grinde, 2021). Other research underscores the importance of understanding the role of cultural norms in shaping sexual behavior, particularly among young men (Khumalo et al., 2020). These findings affirm that training that integrates psychological and anthropological perspectives can enhance participants' awareness of the complexity of sexual behavior and the importance of cultural context in assessing such behavior.

3.4 The Role of Interactive Discussion

Interactive discussions play an important role in facilitating a contextual understanding of the material, making it relevant to participants' daily experiences and enabling them to connect the information to the dynamics they encounter at work.

One female participant asked,

"I'm curious, how does the workplace culture here influence the way we view or respond to inappropriate sexual behavior? And what impact does it have on our relationships with colleagues?"

This illustrates that such discussions can encourage participants to reflect on the influence of organizational norms and culture on perceptions and social interactions, as well as foster critical awareness of deviant behaviors in the workplace setting. Furthermore, by using the Participatory Rural Appraisal (PRA) method, participants are actively engaged—not just passively receiving information—enabling the exchange of experiences, perceptions of sexual behavior, and coping strategies in the workplace. Other participants also raised questions highlighting the link between culture and sexual behavior, such as,

"Does our work culture, which emphasizes togetherness, make it harder for us to identify behavior that actually crosses the line?"

“How can we understand the boundaries for acceptable sexual behavior in this organization without offending existing cultural norms?”

These findings are consistent with previous research showing that interactive discussions addressing the causes of gender-based violence, signs of such violence, and its impacts are effective in enhancing participants’ understanding. This approach allows participants to connect information with their real-life experiences, thus increasing awareness and understanding of sensitive issues in the workplace, including perceptions of and responses to deviant behavior (Hotman et al., 2025). Other supporting research has also revealed that interactive training significantly improves participants’ understanding of inappropriate sexual behavior and strategies for addressing it (Cronin et al., 2024).

Overall, the improved post-test scores indicate that reflective and interactive approaches can address the learning needs of participants from diverse educational and work backgrounds. Elements of reflection, Q&A, and discussion have proven to be effective strategies in helping participants internalize material and relate it to their real experiences in the workplace. This reinforces the view that effective education not only conveys information but must also create opportunities for intercultural dialogue and reflection on shared organizational values.

From an institutional perspective, the success of this educational intervention suggests that an educational approach based on psychological anthropology holds great potential for adoption in human resource development policies. Such interventions not only serve a promotive and preventive function in fostering a healthy psychosocial work environment but also demonstrate adaptability to the cultural diversity of employees and the unique operational complexities of the workplace. This approach is in line with theoretical foundations in psychological anthropology, which stress the importance of understanding individual psychological dynamics within the context of their social and cultural environments (Strauss, 2015).

4. Conclusion

This research indicates that applying a psychological-anthropology framework can effectively improve workplace literacy on deviant sexual behavior. Participatory educational interventions notably enhanced participants’ comprehension by combining insights from individual psychology, local cultural norms, and organizational culture dynamics. Evidence from pre-test and post-test comparisons showed that most participants’ understanding increased from low or moderate levels to high following the awareness sessions.

Engagement through the Participatory Rural Appraisal (PRA) approach and interactive discussions encouraged participants to critically examine organizational norms, values, and practices. These activities offered not only theoretical knowledge but also opportunities to relate the content to daily work experiences, exchange viewpoints, and assess strategies for managing deviant behaviors. Through such discussions, participants developed a clearer understanding of how workplace culture and social norms influence perceptions and responses to inappropriate sexual behavior, as demonstrated by the reflections and questions raised during the sessions.

These outcomes are consistent with recent studies highlighting the multifaceted origins of deviant sexual behavior, which may involve biological predispositions, attachment difficulties, cognitive distortions, and socio-cultural learning (Schippers, 2024). The concept of “sexual deviation” is also context-dependent, shaped by social norms, diagnostic criteria, and historical-cultural influences rather than being universal or neutral (Stinson & Becker, 2008). Therefore, gender-based violence and related harmful behaviors should be analyzed not only at the individual level but also within broader socio-cultural and structural frameworks, utilizing diverse assessment methods—such as self-reports, behavioral histories, and physiological

measures—to inform effective preventive strategies (Baxi, 2014).

Incorporating these insights into participatory educational programs strengthened participants' capacity to internalize ethical standards and professional responsibilities, recognize deviant behavior, and take appropriate preventive or corrective measures, reducing psychological impacts such as stress, anxiety, and emotional fatigue. At the institutional level, the effectiveness of this intervention demonstrates that educational programs grounded in psychology and anthropology can be integrated into human resource development as both promotive and preventive strategies. Such approaches are adaptable to diverse cultural backgrounds, operational complexities, and psychosocial dynamics in modern workplaces. By merging psychological and anthropological perspectives, these programs not only expand knowledge but also cultivate critical thinking, reflective skills, and an inclusive organizational culture, thereby fostering safer, healthier, and more equitable work environments for all employees.

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