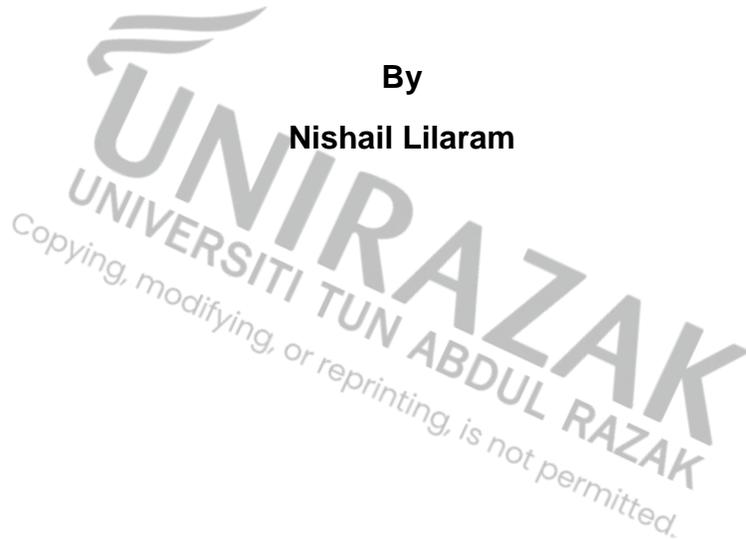


A Study on Working Environment, Victims Attitude and Power towards Sexual Harassment Experience amongst the Working Adults in Kuala Lumpur

By

Nishail Lilaram



**Project Paper Submitted in Partial Fulfillment of the Requirements
for the Degree of Master in Strategic Human Resource Management**

Universiti Tun Abdul Razak

February 2021

DECLARATION

The author hereby declares that this project paper is the original study undertaken by him unless stated otherwise. The acknowledgement has been given to references quoted in the list of references. The views and analysis in this study are that of author's, based on the references made, and this does not constitute an invitation to use this study as a technical tool for management purpose.



Signature :

Name :

Date :

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Abstract of the project paper submitted to the Senate of Universiti Tun Abdul Razak in partial fulfillment of the requirements for the Master in Strategic Human Resource Management

A Study on Working Environment, Victims Attitude and Power towards Sexual Harassment Experience amongst the Working Adults in Kuala Lumpur

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Sexual harassment has been recognised as a serious problem for the past 30 years. In this research, the forms of sexual harassment will be discussed. The main focus of this research will be the factors of sexual harassment to women working in the private sector in Malaysia. An overview on effects of sexual harassment and ways to overcome sexual harassment is also provided in this topic. Different theoretical perspectives and models of sexual harassment are also considered and reviewed. This research will help to better identify the factors causing sexual harassment. By identifying the factors of sexual harassment, appropriate ways can be planned to overcome the factors of sexual harassment.

Keywords: sexual harassment, workplace

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Sexual harassment occurs in all occupations and industries, and organisational culture is key to understanding how and why it occurs in some places and not in others. Organisational violation is seen in terms of sexual harassment bullying and physical violence. The culture of the organisation is what causes individual employees to be treated abusively or with disrespect. Hierarchical and managerial powers are central to understanding how such a culture develops and continues. As the climate of disrespect within an organisation worsens, the more likely it is for certain inappropriate behaviour to be taken for granted, leading to the creation of an 'incivility spiral'. This is where discourteous behaviour becomes routine and regarded as normal by employees and employers. For the victims who have made their situation known, their complaints have typically been ignored, trivialised, or denied.

Sexual harassment has been found to be more prevalent in certain work situations, for example, in jobs where there are large power differentials between women and men, where there is an unequal sex ratio, when a new supervisor or manager is appointed or during periods of job insecurity. Two types of leadership style are particularly, although not exclusively, associated with harassment and bullying, an authoritarian style where there is limited consultation with staff and a laissez faire style where management fails to lead or intervene in workplace behaviour.

People who belong to a socially advantaged group, the 'in-group', tend to have a preference for members of their own group and are likely to be biased against members of any socially disadvantaged 'out-group'. What this means in terms of sexual harassment is that the greater the distinction between the in and out group in the workplace, for example in the power held by men and women, the more likely it is that sexual harassment will occur.

According to the International Labour Organisation (ILO), sexual harassment is a clear form of gender discrimination based on sex, a manifestation of unequal power relations between men and women. The problem relates not so much to the actual biological differences between men and women – rather, it relates to the gender or social roles attributed to men and women in social and economic life, and perceptions about male and female sexuality in society that can lead to unbalanced male-female power relationships.

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1.2 Problem Statement

Sexual harassment can have a negative effect on the individual, in both the short and long term. Those who have been harassed may experience illness, humiliation, anger, loss of self- confidence and psychological damage. Sexual harassment may also lead to workplace problems such as decreased performance, lower job satisfaction and higher absenteeism. In some cases, it may lead to resignation.

Observing someone else in the organisation experience sexual harassment may also have a detrimental impact on an employee, by affecting their attitude towards work and even leading to psychosomatic problems. If employees believe that sexual harassment is not being tackled in the organisation this may lead to decreased job satisfaction and poorer physical health. On the other hand, the investigation of sexual harassment complaints may cause serious divisions between staff. The presence of sexual harassment within an organisation may damage business performance due to low morale, lost productivity, damage to reputation and public image, and the cost of any compensation awards to sufferers of harassment who have taken a claim to employment tribunal.

1.3 Research Objectives

The objectives of the study will be:

- 1) To identify forms of sexual harassment problems faced by working adults in the workplace.
- 2) To identify factors that causes sexual harassment to working adults in the workplace.
- 3) To identify ways to prevent sexual harassment to working adults at the workplace.
- 4) To identify the negative impacts of sexual harassment on working adults.

1.4 Research Questions

- 1) What type of working environment contributes to sexual harassment?
- 2) How can the victim's attitude contribute to sexual harassment?
- 3) How does power cause sexual harassment?

1.5 Significance of the Study

The purpose of this study is to gain a better insight of sexual harassment experienced by working adult at their workplace. This research has both practical and theoretical insight into the results. Through this research, the factors that cause sexual harassment will be highlighted. In addition, the type of sexual harassment that working adult go through at their workplace will also be addressed. The negative impacts of sexual harassment on working adult psychology will also be explored. This will contribute to reducing sexual harassment in the workplace by the recommendations given on how to prevent working adult from being sexually harassed at their workplace.

1.6 The Organisation of the Study

This research will comprise of five chapters. In chapter 1, the background of the study, problem statement, research objectives, research questions, significance of the study and organisation of the study will be introduced. Next, chapter 2 will be literature review which is broken down into introduction, theoretical foundation, empirical research, proposed conceptual framework, hypothesis development and the overall summary of chapter 2. Chapter 3 will explore on the research methodology which is broken down into introduction, research design, study population and sampling procedures, data collection method, operationalisation and measurement based on the variables, data analysis techniques and the summary of chapter 3. Chapter 4 will be the discussion on the research data and results will be discussed and analysed. Lastly, chapter 5 will highlight the conclusion and recommendations for the research.

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CHAPTER 2

LITERATURE REVIEW

2.1 Introduction

Chapter 2 is a summary of a literature review of the type of sexual harassment problems faced by working adult in the workplace. There are many different factors that causes sexual harassment to women at the workplace. Literature has reported the different factors that cause sexual harassment and different ways to prevent sexual harassment in the workplace, as well as on the relationship between independent and dependent factors. The negative impacts of sexual harassment on working adult psychology will also be explored. The chapter also discusses the findings of other researchers on similar studies. The chapter ends with a proposed conceptual framework and hypothesis development.

Definition of Key Terms

Sexual Harassment

Perceptions on what constitutes sexual harassment vary among and within societies. They depend on how men and women are socialised within that society, the existence of gender stereotypes, of socio-economic hierarchies that may exist in public and private life, and set notions and hierarchies that may exist in the workplace. For these reasons, it is impossible to compile an exhaustive list of harassing conduct that should be prohibited. Some acts may be easily identifiable as 'sexual' harassment, such as kissing, fondling and physical contact with genital areas, while many other kinds of verbal, non-verbal, physical conduct may not. This can vary according to cultural and social practices and according to the context in which it occurs. In some cultures for example, a kiss on the

cheek in greeting is considered normal behaviour, while in other cultures, this may be considered a sexual advance. What is acceptable in some workplaces, such as sexually suggestive posters for example, may not be tolerable in others.

There are three definitions that can be closely related to:

- a) Conduct of a sexual nature, and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient.
- b) A person's rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person's job.
- c) Conduct that creates an intimidating, hostile or humiliating working environment for the recipient.

Workplace

This study expands the concept of the workplace from just the physical space or location of the corporation/enterprise where work takes place. It includes work-related venues and interactions that employees may be involved in, so long as these are related to their employment. Harassers therefore need not only be employers or colleagues, but can also include clients and customers. For example, an incident where an employee receives harassing SMSes from another colleague or client is considered workplace harassment, even though those SMSes may not be sent at the physical workplace, or during working hours. Similarly, sexual harassment that occurs on a person's way to and from work, or during a client interaction or work-related dinner or function is also considered workplace sexual harassment.

2.2 Theoretical Foundation

2.2.1 Organisational Theory

According to organisational theory (Gruber, 1992; Tangri et al.,1982), sexual harassment may be explained by a wide variety of organisational related issues including power and status inequalities within the organisation, which increase the likelihood of sexual harassment occurring. So, similarly to socio-cultural explanations, the organisational theory acknowledges that power differentials within the workplace do affect the likelihood of sexual harassment taking place (apparent external consistency). Proponents of this theory broadly accept that one of the central concepts that help to explain sexual harassment is power (Cleveland & Kerst, 1993). The norms that define western societies suggest that there are powerful and powerless individuals, the relationship of which should be defined by hierarchy, and consequently the exercise of power within that hierarchy should be expected and accepted (Lips, 1991).

Furthermore, patterns in western societies suggest that men typically hold more power than women and the stereotypes prevailing between genders are that men are goal-oriented, powerful and aggressive, whereas women are passive receptive and family-oriented (Allgeier & McCormick,1983; Eagly, 1983; Eagly & Mladinic, 1989; Eagly & Wood, 1982). However, organisational theory does not focus upon these power differentials as being gender specific. Thus, it could be predicted from the organisational theory, that although sexual harassment may be more frequently perpetrated by males (due to workplace gender inequality), it may also be perpetrated by females who occupy positions of power (signs of unifying power). Furthermore, some researchers whose research could be affiliated with organisational theory suggest that sexual harassment by peers or subordinates can be seen as an attempt to gain power or equalise the power differences

between the harasser and the victim within the organisation (Cleveland & Kerst, 1993). So, in this sense, organisational theory may be able to explain sexual harassment perpetrated by subordinates since it presumes such individuals harass to reassert or equalise power differences. The organisational theory deals primarily with the immediate context of the harassment. Thus, according to the organisational theory it is not simply power differentials within the organisation that facilitate sexually abusive behaviour.

Other factors such as permissiveness of the organisational climate, gendered occupations and organisational ethics, norms and policies affect the likelihood of sexual harassment occurring. For example, in workplaces that are more tolerant of sexual harassment (e.g., no clear anti-sexual harassment policy, or complaints procedure), the organisational theory would predict that sexual harassment would be more prevalent. How permissive the organisational climate is, will determine the perceived risk of the potential victims to complain, the possibility and the availability of sanctions for harassers and the reception of one's complaints by the organisation and colleagues with regards to seriousness.

A key strength of the organisational theory is that it attempts to unify a number of organisational factors in its explanation of sexual harassment (i.e., there is some evidence of unifying power). A further strength of the organisational theory is that many of its principal hypotheses have been both tested and identified as playing an important role in occurrence of sexual harassment (i.e., strong empirical adequacy and research fertility). For example, meta-analytical research shows that the organisational climate (i.e., tolerance of sexual harassment) and the gendered nature of an organisation (i.e. proportion of women in a workgroup) play an important part in the occurrence of sexual

harassment (Willness et al., 2007). In fact, the organisational climate is currently considered the strongest empirical predictor of sexual harassment (Fitzgerald et al., 1995; Pryor, 1995; Welsh, 1999; Williams, Fitzgerald, & Drasgow, 1999). Nevertheless, organisational theory has played a prominent role in directing professionals focus towards the need for effective strategies to combat sexual harassment within the organisation and its structural properties.

2.2.2 Sex-Role Spillover Theory

The sex-role spillover theory (Gutek 1985; Gutek & Morasch, 1982) attempts to integrate both contextual or situational characteristics (e.g., gender ratio at work) and the individual gender-based beliefs and expectations of the harasser. This theory is sometimes considered as a theory itself but for the purposes of this paper it will be examined as an extension of organisational theories of sexual harassment (Tangri & Hayes, 1997). A fundamental premise of this theory is that men and women bring to work their pre-existing beliefs and gender-based expectations for behaviour in the workplace, even though these expectations may not be applicable in the working environment (e.g., that women should not be employed in powerful positions).

Thus, according to this theory, the sexual harassers beliefs about gender override beliefs about worker equality (Sbraga & O'Donohue, 2000). As a result of this, conflicts are likely to arise in situations in which the sex-role stereotypes held by the harasser are different from the work roles of the particular genders. Women may, therefore, experience sexual harassment in non-traditional work situations, such as being a taxi-driver, a police officer, or even a high ranking CEO the sex-role spill over theory appears to explain sexual harassment in a more holistic manner than any of the previous three theories alone, making it a more comprehensive tool in better understanding sexual harassment (i.e., this theory displays relative strengths of unifying power and explanatory depth). However, its

limitation is that it minimises perpetrator characteristics, or any other organisational or situational variables that may surface some weakness of explanatory depth or internal coherence.

In terms of empirical adequacy, some of the predictions of this theory have been tested and supported, especially as it applies to women, for example, women in male dominated workplaces actually perceive differential treatment from male colleagues, whereas women that work in integrated settings are least likely to report sexual harassment at work, even sexual harassment of the most severe kind sex-spillover theory fails to make parallel arguments for both men and women, due to the fundamental differences between female and male sex roles.

2.2.3 Natural/Biological Theory

These perspectives posit that sexual harassment is a natural extension of mate selection evolutionary theory. In other words, sexual harassment represents an expression of sexual attraction, a natural element in mate seeking. According to these researchers, men have a stronger inner drive to be sexually aggressive and to find a mate. Therefore, such sexual behaviour is not meant as harassment (Barak et al., 1995). This higher sex drive of men creates a mismatch between the sexual desires of men and women and consequently leads to sexually aggressive behaviour at work (Tangri & Hayes, 1997).

According to some other researchers, due to the differences in the evolution of women and men, there are different productive strategies that may create a conflict of interest that spillover at the workplace (Studd & Gattiker, 1991) because men simply attempt to maximise their reproductive success and gain sexual access to more females by behaving in a sexually harassing manner. Therefore, men use power instrumentally in these cases, according to the evolutionary perspective, in order to obtain sex

(Browne,1997). Presumably, such attempts to gain sexual access could result in more coercive sexual behaviours such as rape (Ward et al., 2006, for a review of evolutionary theory applied to rape). However, to our knowledge, there is no existing biological theory which unites sexual harassment and rape in a meaningful manner.

A key strength of the natural/biological perspective is that it acknowledges the innate human instincts potentially driving sexually aggressive behaviour. In other words it unifies evolutionary perspectives to explain sexual harassment (i.e., some evidence of unifying power). However, there is a number of weaknesses with this perspective that we would argue undermine its ability to effectively explain sexual harassment.

First, it appears to treat sexual harassment in a very simplistic way, disregarding all societal and personal factors, as well as serving to trivialise sexual harassment as part of a normal reproductive ritual, or at least the result of a few skewed proclivities in some men (Tangri et al.,1982; i.e., a lack of explanatory depth). Second, this theory lacks fertility since it is extremely difficult to design studies that test the theory's core assumptions, and the theory does not provide any core strategies for sexual harassment prevention. Finally, there is very little empirical literature supporting the natural/biological theory of sexual harassment.

2.3 Empirical Research

In addition to highlighting the gravity of the scenario, researchers have also attempted to empirically identify factors leading to workplace sexual harassment. Bhat and Deshpande (2017) identified power, male dominance, inferior job position and lesser job opportunities to be the leading causes of violation of women's basic immunities at the workplace. Unnikrishnan et al. (2010) in their sample of 160 women employees from Mangalore reported that 28% women had experienced some form of harassment, out of which 37% were less than 25 years of age, and 48.8% revealed that they had been

harassed within a year of joining their jobs. The perceived reasons for harassment were their being more efficient than their male colleagues followed by being beautiful. Other aggravating factors identified are age, skewed sex-ratio at workplace, marital status and perceived friendliness. Nauman and Abbasi (2014) research on the banking sector in Pakistan reported that attractiveness, privacy allowed in the office and work ethics significantly predict the level of sexual harassment at workplace.

Ironically, sexual harassment policies only play a marginally significant role in aggravating or limiting harassment. Sarpotdar (2013) pointed out that privately-owned organisations are not receptive to complaints of sexual harassment. Despite enactment of the law, there is unwillingness in organisations to streamline policies or set up appropriate mechanisms. Chaudhari (2008) asserts that it is not sufficient to have a grievance mechanism in place, as the power dynamics against a woman if she dares to make a formal report, or the status of the perpetrator, often result in the complaint getting invalidated. Considering the social taboos still associated with sexual harassment and the long pendency in courts, provisions on sexual harassment have never been successfully invoked.

Working environment can be another factor that causes sexual harassment. A working environment which is unprofessional provides a greater opportunity for harassment. Therefore it is hypothesised that the more unprofessional the working environment is, the more likely working adults are to experience harassment than those working in a professional environment. Organisations with proper grievance procedures and policies for sexual harassment are expected to report a lower incidence of harassment. This is because such a system, if formally instituted, with punishments duly meted out to offenders, would serve to deter potential harassers. Organisations are more likely to report higher levels of sexual harassment if sexist attitudes prevail, as female employees are

perceived as sex objects and as inferior to males. A working environment characterised by vulgarism, alcohol consumption, disrespect among employees, and employee involvement in non-work activities, would facilitate sexual harassment. It is hypothesised that working adults who work in an unprofessional climate have a greater tendency to suffer harassment compared to those in a more professional environment.

Next, the victim's attitude also contributes to sexual harassment. This factor refers to the ability of a victim to recognise and in turn stop any behaviour towards harassment. The related variables are sex-role and the job status of the victim. The sex-role factor assesses the extent of masculinity or femininity of a victim based on the traditional stereotyped masculine and feminine personality traits. Women who exhibit more of the feminine traits are expected to be subjected to more harassment than those who fall under the masculine category. Regarding job status, it is hypothesised that women employees who hold lower positions with less power and authority are more likely to experience sexual harassment. This is because any resistance on their part could be met by threats of retaliation for not being cooperative, or by promises of reward for engaging in sexual behaviour.

The effects of sexual harassment on performance are observable from the outset of the employment process: the job interview. In a study of 50 women, Woodzicka and LaFrance (2005) found that women who were asked sexually suggestive questions during an interview spoke less fluently, provided answers of lower quality, and asked fewer job relevant questions of the interviewer than women who were asked questions that were not sexually suggestive. In a study of Chinese employees in the hospitality industry, sexual harassment was negatively correlated with proactive customer service performance. Interestingly, this relationship was due to job engagement (Li, Chen, Lyu, & Qiu, 2016). Although the relationship between harassment and engagement has not been extensively

examined, employee engagement does predict positive job outcomes including performance. Therefore, a lack of engagement may be the reason harassment leads to decreased performance.

A dissertation study of 197 women found that perception of sexual harassment was related to enacted incivility, theft, sabotage, and withdrawal. Although this study suggests negative effects on extra-role performance, more research is needed to draw more definitive conclusions about these outcomes. Moreover, these outcomes are less direct and observable consequences of sexual harassment and are thus generally not included in cost analyses of sexual harassment effects.

Sexual harassment has been widely linked to turnover (Chan et al., 2008; Willness et al., 2007). Turnover due to sexual harassment is generally examined within a reasonably short amount of time following the experience of sexual harassment typically 2 years. In a study of female lawyers, both sexual harassment by superiors and sexual harassment by peers were statistically significantly related to intent to turnover within 2 years (Laband & Lentz, 1998). In a military sample, Sims et al. (2005) found that harassment predicted actual turnover after controlling for the effects of job satisfaction and organisational commitment. There is a greater probability that women will leave if they experience sexual harassment at work.

Hefty costs to physical and mental health are borne solely by the targets of workplace sexual harassment. These include stress, lowered self-esteem, depression, suppressed immune functioning, and heightened inflammation (Chan et al., 2008). Evidence suggests that targets of sexual harassment experience lowered life satisfaction and higher rates of post-traumatic stress disorder (Willness et al., 2007).

In order to prevent sexual harassment, directed training is beneficial in the reduction of sexual harassment. Employees in organisations with sexual harassment awareness trainings were more likely to label sex-related behaviour as sexual harassment compared to those in organisations without such training (Antecol & Cobb-Clark, 2003). Moreover, Buckner and colleagues (2014) found that manager training increased sensitivity to sexual harassment but also found that there was a decrease in their ability to identify sexual harassment and had no effect on their ability to recommend an appropriate response to sexual harassment. Although results may sometimes be mixed, properly implemented training programs including organisational assessment of risk factors, appropriate training content, management training in emotional skills, and acknowledgement of cultural issues in the organisation will benefit organisations wishing to reduce sexual harassment.

Organisations should frequently attempt to assess the current climate for sexual harassment within each unit/department. This can be used to gauge the effectiveness of any of the above steps if they are taken. Even if those steps are not taken, organisational stakeholders should always be aware of whether their climate is conducive to sexual harassment.

2.4 Proposed Conceptual Framework

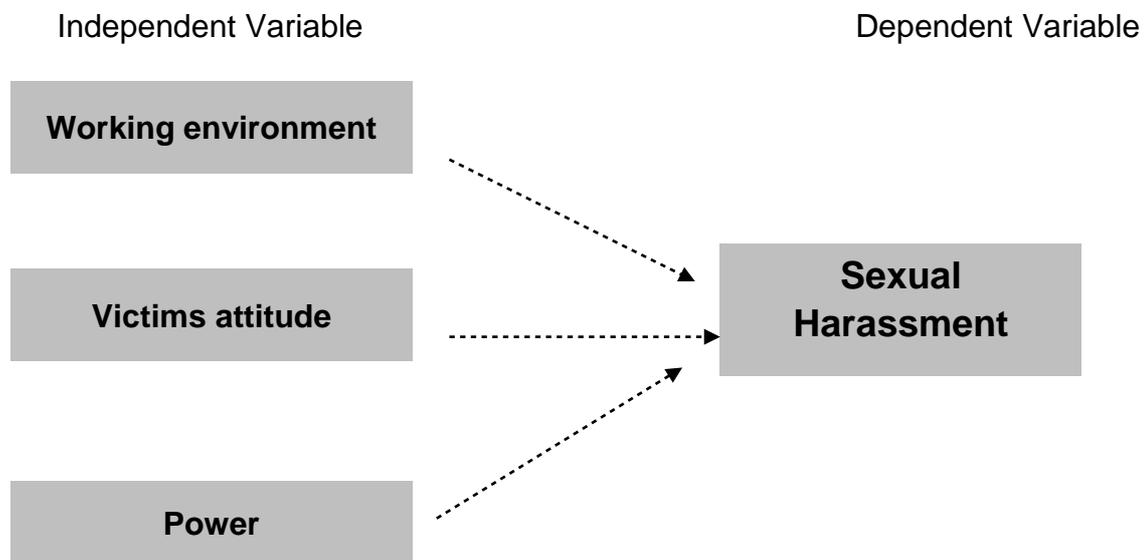


Figure 2.1: Theoretical framework for the relationship between the independent variable and dependent variable

2.5 Hypothesis Development

2.5.1 Working Environment

There are a number of factors of sexual harassment at the workplace. Firstly, is the working environment in this modern time. There are very less company policies relating to sexual harassment. Working environments that are unprofessional, i.e. vulgarism, disrespectful among employees are the main cause of sexual harassment. Sexiest attitude of male employees towards the female employees are the main contributors to sexual harassment faced in the workplace. Working adults in white collar jobs are more likely to be the victim of sexual harassment. Investment bankers and surgeons rank the highest for sexual harassment at their workplace.

2.5.2 Victims Attitude

It is often said that the victim's attitude encourages sexual harassment to not be stopped. Some women do not have the ability to overcome the act. Some of them are afraid of losing their jobs. This even is often felt embarrassing by the victim and they tend to blame themselves for this event. In a research, Dr Barbara Gutek, a psychologist had interviewed 832 working women, found that nearly half of them were sexually harassed, none of them had made legal complaints and only 22% had shared about their experience to anyone else.

"We find that close to 90% of women who want to leave their companies but have no choice as they need their job," said Dr Barbara Gutek.

2.5.3 Power

Power is another cause of sexual harassment. It is said that man feel threatened by the career enhancement of a woman. Man tends to be uncomfortable with woman's independence and like to show authority. A study carried out by Dr Louise Fitzgerald, said that only about 25% of sexual harassment cases are botched seductions, in which the man is trying to get something into bed and in less than 5% of the harassment involves a bribe or threat for sex where man is saying *'If you do this for me, I will help you at work and if you don't I will make things difficult for you'*. The rest are assertions of power.

2.6 Hypothesis

Based on the literature review conducted, the following hypotheses are proposed:

- Hypothesis 1: The more unprofessional the working environment is, the more sexual harassment is faced by working adults.
- Hypothesis 2: The more the ability of working adult to overcome sexual harassment act, the lesser the sexual harassment happens to working adult.
- Hypothesis 3: The higher the power of the working adult at the workplace, the more likely the working adult is to be sexually harassed.

2.7 Summary of Chapter 2

The definition of key terms is explained in this chapter. Several theories are related to this case study. The research of other authors is explained under the empirical section. The independent and dependent variable is also identified. Hypothesis is developed in the chapter.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 Introduction

Chapter 3 will be explaining the issues related to research methodology that has been proposed in doing this research. The chapter will focus research design, study population, sampling procedures, data collection method, operationalisation, measurement and data analysis techniques.

3.2 Research Design

Research design is a method that can be used to collect and analyse the data to achieve the research objectives. It is important to select the appropriate methods to achieve accurate and reliable result. The current study used descriptive research, as this study able to describe the respondent's data and demographics information such as gender, age, year of employment and marital status and use them to evaluate the cause and effect relationship between the research's independent variables and dependent variable and link both of them together. A quantitative method was used for statistical testing of each hypothesis. The questionnaire is constructed on the objective of the research and theoretical framework.

3.3 Study Population and Sampling Procedures

This research aims to study the sexual harassment experience faced by working adults in KL. The reason this study focuses on the working adults in KL because they are the group that faces sexual harassment mostly based on statistical data from previous study. This study is focusing on the population of working adults in KL to collect more data on this issue.

Percentages and frequency count will be calculated to examine the factors that contribute to sexual harassment to women employees in the private sector in Malaysia. The probability sampling technique which is simple random sampling will be used in this research. The sample size was checked in terms of statistical power for model testing. The examination was made using an a priori power analysis performed with G*Power application (Faul et al., 2009) which indicated $N = 146$, as minimum sample-size needed for detecting medium-size effects in a six-factor model, estimated with 0.05 error probability and 95 per cent power. Therefore, the sample size ($N = 200$) was found appropriate for approaching the proposed model.

3.4 Data Collection Method

This research study will be tested using a questionnaire based data collection method. The questionnaire is developed based on the literature review. The questionnaire is an online google form which was distributed through social media like WhatsApp and Facebook. The selection criteria of the respondents was people who were 18 and above and worked in Kuala Lumpur.

3.5 Operationalisation and Measurement

The questionnaire used in this research is divided into three components consisting of Section A, Section B and Section C. All the variables and information are operationalise and measured for this research. Section A will contain questions designed to analyse the independent variable. Section B will contain questions designed to analyse the dependent variable. Section C will contain information regarding the demography of the respondents. Information such as age, rank, years of service, income and marital status will be included. Section A and Section B will be measured using the Likert Scale. Most previous research had used the five point Likert Scale. By using this scale, respondents will be able to decide to which extent they agree or disagree to a statement.

3.5.1 Independent Variables

Independent variable will be discussed in Section A of the questionnaire. The independent variables are working environment, victim attitudes and power.

3.5.2 Dependent Variables

The dependent variable will be discussed in section B of the questionnaire. The dependent variable is sexual harassment.

3.6 Data Analysis Techniques

Statistical Package for Social Science (SPSS) is the software that will be used in this research. SPSS is one of the most common software used in this type of research. This software is useful for analysing large scale survey data. Previous researches based on literature review also commonly used this software. By using the SPSS software, a more accurate data analysis will be obtained which in turn will be used to come out with a informed conclusion and recommendations.

3.6.1 Factor Analysis

Factor analysis is an analysis that is used to reduce a large number of variables into fewer numbers of factors. This analysis extracts maximum common variance from all variables and puts them into a common score. In this analysis, it will be seen how accurate the independent variable is in describing the dependent variable. This analysis will be used during the pilot questionnaire in order to eliminate irrelevant variables or combine variables which are similar in nature.

3.6.2 Descriptive Analysis Techniques

Descriptive analysis is an analysis used to describe and summarise a data. The data is presented in a more meaningful way and allows simpler interpretation of the data. This analysis will help us by measuring the central tendencies which is the mode, median and mean of the research data.

3.6.3 Inferential Analysis Techniques

Inferential analysis is used to compare the differences between treatment groups. Inferential analysis gives explanation for a situation or phenomenon. Conclusions are drawn based on extrapolations which is different from descriptive analysis that merely summarises the data that has been measured.

3.6.4 Multivariate Analysis

Multivariate analysis is an analysis that considers several data variables at once. This analysis will help to identify the extent of the independent variable influences the dependent variable. The identification of the influences will prove or disapprove the hypothesis of this research.

3.7 Summary of Chapter 3

This chapter focuses on the research design of this study. The number of respondents needed will be determined by the study of population and sampling method. Two variables which are the independent variable and dependent variable are discussed in this chapter. Data collection method and data analysis techniques are also covered in this chapter.

CHAPTER 4

RESULT AND DISCUSSION

4.1 Introduction

This section of the thesis will focus on analysing the data and discussing the findings with an illustration of charts and tables. This survey has 80 respondents. This research aims at revealing how working environment, victims attitude and power contribute to sexual harassment.

The chapter analyses survey data and examine the findings in light of the objectives of the study. The quantitative data collected through the survey was coded for the analysis in SPSS. The qualitative data was also thoroughly analysed and discussed based on the objectives of the study.

4.2 Demographics of Respondents

A total of 80 valid responses were received from this distribution. The background information of the survey would be best illustrated with a frequency distribution. Table 1 shows the demography data of the respondents of this research.

Variables	Categories	Frequency	Percentage (%)
Gender	Male	28	35
	Female	52	65
	Total	80	100
Age	18 -19 years old	11	13.8
	20 - 29 years old	47	58.8
	30 - 39 years old	13	16.3

	40 - 49 years old	7	8.8
	50 & above	2	2.5
	Total	80	100
Marital Status	Single	61	76.3
	Married	18	22.5
	Divorce	1	1.3
	Total	80	100
Years of Employment	Less than 2 years	47	58.8
	2 - 5 years	14	17.5
	6 - 10 years	7	8.8
	More than 10 years	12	15.0
	Total	28	100.0

Table 1: Demography data of the respondents

4.2.1 Gender and Age

Table 4 indicates that more than 50% of the respondents were females (65%) among the 80 respondents. In regards to age, the highest percentage of respondents are between 20 and 29 years of age (58.8%), followed by the age group between 30 and 39, which is (16.3%). The lowest percentage reported for age groups 50 and above, with only two respondents.

4.2.2 Marital Status

As can be seen from Figure 5, the majority of respondents (76.3%) in the current study reported that they were single while they were (22.5%) of the respondents are married. On the other hand, a total of one respondent indicated that he/she is divorced (1.3%).

4.2.3 Years of Employment

The demographic analysis shows (58.8%) or 47 of the respondents of this research with less than 2 years of working experience, while those with working experience of 2 to 5 years are only (17.5%), followed by 12 respondents (15%) with more than 10 years of working experience. Respondents with working experiences of 6 to 8 years, reported to have 7 respondents with the lowest percentage, which was (8.8%) compared to others.

4.3 Descriptive Analysis

The summary of the descriptive statistics of the variables is summarised in Table 5 to 10. Descriptive statistics would usually be derived from all the questions asked in the survey, and it represents the raw data result of the study. All variables were measured in the 5-point Likert scale with '1' being strongly disagreed to '5' strongly agreed or demographic characteristics.

Descriptive statistics are essential to the researcher as they form the basis for further analysis and allow the research reader to repeat the study besides give an overview of the results. The most important descriptive statistics are concerned with the central tendency. One of the most common ways of describing the central tendency in quantitative research is using mean (M).

4.3.1 Descriptive Analysis of the Demographic Profile

Table 4 shows the summary of descriptive statistics (Mean and Standard Deviation) of respondent's demographic profile which demonstrate aspects such as gender, age, marital status and years of employment.

Information	Mean	Standard Deviation
Gender	2.275	0.8997
Age	1.650	0.4800
Marital Status	1.250	0.4639
Years of Employment	1.800	1.1183

Table 2: Descriptive analysis of the demographic profile

Standard Deviation describes how far the individual responses to the question deviate from the mean. Standard deviation provides information on the responses, including whether they are centred around the mean, or scattered far and wide. Here it can be seen from Table 5 that generally, the demographic of respondents mean is around 1 to 3, and the standard deviation is around 0.4 to 1.

4.3.2 Descriptive Analysis of the Sexual Harassment Factors

4.3.2.1 Working Environment

Table 3 describes the descriptive analysis of each of the variables studied to identify respondents opinion on the working environment in their current workplace. Total of 4 items were tested for the working environment dimension.

Question	Mean	SD
I believe that my working environment contributes to sexual harassment.	2.163	1.1412
An unprofessional working environment contributes to sexual harassment.	3.663	1.3307
My company has clear policies relating to sexual harassment.	3.900	1.2180
My employer gives preference to attractive employees when giving promotion or rewards.	2.163	1.0960

Table 3: Descriptive Statistics of Sexual Harassment Factor - Working Environment

The mean scores in the working environment dimension range from 2.163 to 3.900. The highest mean value, 3.900 achieved for question 3, "My Company has clear policies relating to sexual harassment", followed by question 2 "An unprofessional working environment contributes to sexual harassment" with a mean value of 3.663. The lowest mean value of 3.47 is reported for question 1 and 4.

The result shows that most of the respondents agreed their companies have clear policies relating to sexual harassment. In addition, the respondents strongly agreed that an unprofessional working environment contributes to sexual harassment. The respondents also agree to a certain extent that some employers give preference to attractive employees when giving promotion or rewards.

4.3.2.2 Victims Attitude

Table 4 describes the descriptive analysis of each of the variables studied to identify respondents opinion on victim's attitude in their current workplace. Total of 5 items were tested for the job security dimension.

Question	Mean	SD
Workers that do not have the ability to overcome the act actually encourage sexual harassment.	2.925	1.3942
Workers that feel embarrass and blame themselves for this contributes to sexual harassment.	2.875	1.3253
Workers resist to make legal complains when sexually harassed.	3.525	1.0060
Workers have no choice and don't leave companies because they need their job.	3.775	1.0551
Workers that are harassed are afraid that their complain will not be taken seriously.	3.988	0.9345

Table 4: Descriptive Statistics of Sexual Harassment Factor - Victim's Attitude

The mean scores for victim's attitude range from 2.875 to 3.988, as summarised in Table 7. The highest mean score 3.998 is for the question "Workers that are harassed are afraid that their complain will not be taken seriously". The lowest mean score reported is 2.875 for the question "Workers that feel embarrass and blame themselves for this contributes to sexual harassment". The second highest mean of 3.775 shows that respondents do agree to a certain extent that some workers have no choice but to go on working in a company because they need the job to run their life. It can also be seen that respondents do agree that some workers resist to make legal complains when sexually harassed which could be because of the embarrassment that they are not willing to face

4.3.2.3 Power

Table 5 shows the mean score for power which is one of the sexual harassment factor investigated in this study. A total of 4 items were tested for this dimension.

Question	Mean	SD
Men feel threaten by the career advancement of a woman.	3.400	1.3650
Men feel uncomfortable with woman independence and authority.	3.238	1.3144
Supervisors abuse their power by making sexual advances to women.	3.163	1.2673
A supervisor who promises rewards for sex is not harassing the employee.	1.775	1.2010

Table 5: Descriptive Statistics of Sexual Harassment Factor - Power

The mean scores for power ranges from 1.775 to 3.400 , as summarised in Table 8. The respondents believe that men feel threaten by the career advancement of a woman which scores a highest mean of 3.400. The lowest mean reported is 1.775 for the question "A supervisor who promises rewards for sex is not harassing the employee". The second lowest mean 3.163 is for the question "Supervisors abuse their power by making sexual advances to women". The survey shows that power contributes to sexual harassment.

4.3.2.4 Sexual Harassment

Question	Mean	SD
My supervisor/co-worker often makes sexual jokes.	1.775	1.0551
My supervisor's/co-worker body language is not appropriate and makes me feel uncomfortable.	1.513	0.9000
I have received clear invitation from my supervisor/co-worker for sexual encounter.	1.475	0.9543
My supervisor has offered me sexual bribery.	1.288	0.7986

Table 6: Descriptive Statistics of Sexual Harassment

The mean for sexual harassment ranges from 1.288 to 1.775. The highest mean 1.775 is for the question "My supervisor/co-worker often makes sexual jokes". The lowest mean reported is 1.288 for the question "My supervisor has offered me sexual bribery". The standard deviation overall is less than 1. This shows that overall the respondents agree with the questions.

4.4 Reliability Statistics

According to Sekaran and Roger written in the book “Research Methods for Business” stated, reliability is a measurement that established in testing the both consistency and stability. Cronbach’s Alpha is “a reliability coefficient that indicates how well the items in a set are positively correlated to one another.” In general, the value of Cronbach’s Alpha range at 0.06 considered as poor, Cronbach’s Alpha value ranged at 0.07 considered acceptable, while Cronbach’s Alpha value greater than 0.08 considered as good. The closer to the value of one Cronbach’s Alpha, resulted in higher internal consistency reliability. (Sekaran and Bougie, 2013)

Variables	Cronbach's Alpha
Working Environment	0.449
Victim's Attitude	0.719
Power	0.677
Sexual Harassment	0.887

Table 7: Correlating Sexual Harassment experience with Selected Variables

Table 7 shows the numerous variable results with respective Cronbach’s Alpha (r) value. Based on the result above shows sexual harassment variable scored the highest value $r=0.887$, followed by the victim’s attitude $r=0.885$ and power $r=0.677$. Meanwhile, working environment variable scored at $r=0.449$. Therefore, the reliability is satisfactory for all the variables.

4.5 Pearson Product-Moment Correlation Coefficients Test

Pearson Product-Moment Correlation Coefficient is a measure of the degree of linear relationship between two variables. The relationship can be range from -1.0 to +1.0. -1.0 indicates the perfect negative relationship, while +1.0 indicates the perfect positive relationship and 0 indicated no relationship between two variables. A variable correlate with itself will always have a relationship coefficient of +1.0.

	Working Environment	Victim's Attitude	Power	Sexual Harassment
Working Environment	1	.382**	.251*	.447**
Victim Attitude	.382**	1	.526**	.182
Power	.251*	.526**	1	.201
Sexual Harassment	.447**	.182	.201	1
** . Correlation is significant at the 0.01 level (2-tailed).				
* . Correlation is significant at the 0.05 level (2-tailed).				

Table 8: Pearson Product-Moment Correlation Coefficient

Table 8 shows the relationship coefficient between independent variables and independent variable itself, including working environment, power and victim's attitude, and also these independent variables with dependent variable of sexual harassment. Among all of the variables tested shows positive relationship. The strongest relationship of independent variable with dependent variable is between working environment with sexual harassment (0.447), followed by power with sexual harassment (0.201) and victim's attitude with sexual harassment (0.182).

This indicates that working environment is the main factor that contributes to sexual harassment experience among the working adults in Kuala Lumpur. Power comes after working environment whereas victims attitude derived from the sexual harassment comes in the last.

4.6 Multiple Regression Test

Table 9 shows the summaries table for multiple regression analyses in the sexual harassment experience. Three variables significantly contributed towards the dependent variable (sexual harassment) namely working environment, power and victim's attitude. Of the three variables, all the variables show a positive significant relationship with the dependent variable (sexual harassment).

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0.157	1.706		-0.092	0.927
	Working Environment	0.476	0.121	0.436	3.941	0.000
	Victim's Attitude	-0.037	0.102	-0.045	-0.360	0.720
	Power	0.101	0.105	0.115	0.962	0.339

Table 9: Multivariate test

The F statistic for the overall goodness of fit of model is 6.728, which is significant at $\alpha = 0.01$. After excluding the non-significant variable, the final regression model produced by enters method for sexual harassment is:

$$\text{Sexual Harassment} = -0.157 + 0.476 (\text{working environment}) + 0.101 (\text{power})$$

$$R \text{ square} = 0.210, df = 3, F = 6.728 ; p = 0.000$$

This model explains 21% of the variance in sexual harassment. This indicates that 21% of the dependent variable (sexual harassment) was explained by the linear combination of the two predictor variable. Among the two-predictor variable, working environment was found to contribute more significantly towards the sexual harassment experience.

4.7 Hypothesis Testing

Hypothesis	Statement	Findings	Result
H ₁	There is a significant relationship between the summed score of working environment and sexual harassment.	p = 0.000 p < 0.05	Hypothesis Accepted
H ₂	There is a significant relationship between the summed score of victim's attitude and sexual harassment.	p = 0.720 p > 0.05	Hypothesis Rejected
H ₃	There is a significant relationship between the summed score of power and sexual harassment.	p = 0.339 p > 0.05	Hypothesis Rejected

Table 10: Result of Hypothesis Testing

Table 10 shows the summary result of the hypothesis testing for this study. In the hypothesis testing, the p value of the hypothesis is significant, where p value < 0.05. For the entire above stated hypothesis, H₁ was accepted while H₂ and H₃ were rejected. This indicated that working environment factor (p=0.000) is highly significant with the sexual harassment experience among working adults in KL. H₂ and H₃ were rejected because the sample size was too small. Moreover, the respondents were from a homogenous group which shared the same culture.

4.8 Conclusion

In this chapter, there will be six different sections explaining the different aspect of the study. It comprises of the introduction, demographics of respondents, descriptive analysis, reliability statistics, Pearson Product-Moment Correlation Test, Multiple Regression Test and hypothesis testing.

CHAPTER 5

DATA ANALYSIS AND RESULT

5.1 Introduction

In this chapter, a summary of all the results of all the research conducted will be presented. Data presentation in chapter four will be further explained to clarify the analysis of the research questions, multiple tests and the hypothesis testing. Overall research findings in regards to the research will be explained.

5.2 Conclusion

This research study aims to understand the factors that contribute towards sexual harassment experience amongst the working adults in Kuala Lumpur. Few studies had been conducted in Chapter Two: Literature Review had found the significant factors of sexual harassment experience towards the experience amongst the working adults in Kuala Lumpur. Furthermore, this research study also investigated how these determinants (working environment, victim's attitude, power) contributed towards the sexual harassment experience. In addition, despite of looking into the determinants of the variable, demographic is also part of the research contents. Although, initially the respondents were included in the research framework and being removed in the later research on going. Due to the sampling methodology used, specific demographic profile such as years of employment, gender, marital status and age need to be included as part of the research design.

Furthermore, there are numerous test had been conducted to find out the relationship of each determinant toward the dependent variable. As in, Pearson Product-Moment Correlation Coefficient test, found all of the determinants had a significant relationship towards the sexual harassment experience. While Multiple Regression Test is also conducted, found that the working environment achieved the highest score and the strongest predictor of the sexual harassment experience, it then followed by power as the second predictor towards the sexual harassment experience. While victim's attitude remain as the variable that had significant value and relationship towards the sexual harassment experience.

5.3 Implications of the Study

The quantitative results of this study would give the companies a better understanding of the factors that contributes towards sexual harassment experience amongst the working adults. The working environment of every company should be safe and proper for every employee. This is to prevent any employee from experiencing sexual harassment in their workplace due to the working environment. Power is another factor that contributes to sexual harassment experience. Power should not be misused for the wrong purpose, for example using one's power to sexually harassed another employee at the workplace. Lastly, victim's attitude is also another factor contributing to sexual harassment experience. A victim should not be quiet when experiencing sexual harassment as this will only cause the victim to suffer more and not receive justice.

5.4 Limitations of the Study

This research will be carried out using a probability sampling technique in targeting the research respondents accordingly. Simple random sampling technique where every item in the population has an even chance and likelihood of being selected in the sample. Here the selection of items entirely depends on luck or probability and therefore this sampling technique is also sometimes known as a method of chances. The main attribute of this sampling method is that every sample has the same probability of being chosen.

Furthermore, without any funding involvement during the research and budget constrain, initially the research aims in target 200 respondents from different working industry, at the end the number of target respondents reduces to 80. In fact, the questionnaire is on a basis of online distribution through the targeted respondents, thus the result might not be accurately representing the Malaysia working industry as a whole. In addition, the research result collected from the targeted respondents in general can only represent the determinants that affect the specific group of working industry sexual harassment experience, not the entire Malaysia working industry.

At the same, the time constraints had made the research process to be shortened up. There are 200 questionnaires being distributed and out of the 200 copies only 100 questionnaire copies are successfully received. Therefore, the analysis and results concluded in this research is further narrowed down to the specific working industry. Moreover, the time constraints had limited the research to further coverage the entire Malaysia, this Klang Valley and Selangor is the current focusing area.

Last but not least, there is also some limitation for the respondents, while answering the research questionnaires. As in, some of the respondents do not have sufficient knowledge and understanding about the research topic and research field of the questionnaire. Therefore, some of the respondents might provide a wrong interpretation and assumptions in answering the research questionnaires. As mentioned, there are cases such as outliers that had been removed from the data. In fact, there are several aspects that influence the quality of respondent's answer such as honesty, patience and knowledge, which is overwhelming; hence, it's limiting the accuracy of the questionnaire and the research findings.

5.5 Recommendations

This study was restricted to working adults in KL due to limited time and resources. For a broader perspective on factors that contributes towards sexual harassment experience amongst the working adults in Kuala Lumpur, it is vital to carry out further studies across the different states across the nation. A replication of this research in other states will reveal the factors that contribute towards sexual harassment experience amongst the working adults in other states in Malaysia. Future researchers would further study existing literature on the relationship between factors that contribute to sexual harassment experience and provide insightful information. The practical implications of the study must be conveyed to companies so that they can better understand the phenomenon of factors that contributes towards sexual harassment experience amongst the working adults.

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APPENDICES





A SURVEY ON WORKING ENVIRONMENT, VICTIMS ATTITUDE AND POWER TOWARDS SEXUAL HARASSMENT EXPERIENCE AMONGST THE WORKING ADULTS IN KUALA LUMPUR

Dear Sir / Madam,

This questionnaire contains a variety of questions designed to explore the factors of sexual harassment faced by women in the private sector in Malaysia. It will take around 10 minutes to complete.

There are some important points for you to keep in mind as you answer this questionnaire:

1. There is no right or wrong answers to the questions. Do not spend too much time thinking about an item.
2. We assure that your answers will be treated with the strictest confidentiality.
3. Only aggregated results will be used

If you have any queries regarding the questionnaire, please email l.nishail203@ur.unirazak.my

Thank you for your participation.

SECTION A

The Likert scale of measurement is being used. The number 1 to 5 represents a continuum with 1 being strong disagreement and 5 being strong agreement. Based on your experience as an employee, please tick '√' the number that best reflects your opinion about the statement

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

Part 1 Working Environment

No		1	2	3	4	5
1	I believe that my working environment contributes to sexual harassment.					
2	An unprofessional working environment contributes to sexual harassment.					
3	My company has clear policies relating to sexual harassment.					
4	My employer give preference to attractive employees when giving promotion or rewards.					
5	Threatens by superiors causes workers to be silent on being sexually harassed.					

Part 2 Victim's Attitude

No		1	2	3	4	5
6	Workers that do not have the ability to overcome the act actually encourages sexual harassment.					
7	Workers that feel embarrassed and blame themselves for this contributes to sexual harassment.					
8	Workers resist to make legal complains when sexually harassed.					
9	Workers have no choice and don't leave companies because they need their job.					
10	Workers that are harassed are afraid that their complain will not be taken seriously.					

Part 3 Power

No		1	2	3	4	5
11	Men feel threaten by the career advancement of a woman.					
12	Men feel uncomfortable with woman independence and authority.					
13	Supervisors abuse their power by making sexual advances to women.					
14	A supervisor who promises rewards for sex is not harassing the employee.					

SECTION B

Part 4 Sexual Harassment

No		1	2	3	4	5
15	My supervisor/co-worker often makes sexual jokes.					
16	My supervisor's/co-worker body language is not appropriate and makes me feel uncomfortable.					
17	I have received clear invitation from my supervisor/co-worker for sexual encounter.					
18	My supervisor has offered me sexual bribery.					

SECTION C

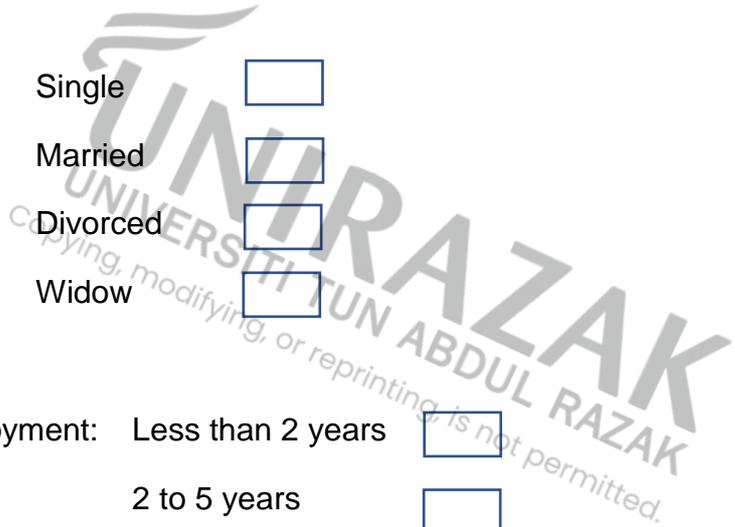
Demographic Profile

1. Gender: Male
Female

2. Age: 18 - 19 years old
20 - 29 years old
30 - 39 years old
40 - 49 years old
50 years old and above

3. Marital Status: Single
Married
Divorced
Widow

4. Years of Employment: Less than 2 years
2 to 5 years
6 to 10 years
More than 10 years



Working Environment

Reliability Statistics	
Cronbach's Alpha	N of Items
.449	4

Victims Attitude

Reliability Statistics	
Cronbach's Alpha	N of Items
.719	5

Power

Reliability Statistics	
Cronbach's Alpha	N of Items
.677	4

Sexual Harassment

Reliability Statistics	
Cronbach's Alpha	N of Items
.887	4

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Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 19 years old	11	13.8	13.8	13.8
	20 - 29 years old	47	58.8	58.8	72.5
	30 - 39 years old	13	16.3	16.3	88.8
	40 - 49 years old	7	8.8	8.8	97.5
	50 & above	2	2.5	2.5	100.0
Total		80	100.0	100.0	

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	28	35.0	35.0	35.0
	female	52	65.0	65.0	100.0
	Total	80	100.0	100.0	

Marital Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	single	61	76.3	76.3	76.3
	married	18	22.5	22.5	98.8
	divorced	1	1.3	1.3	100.0
	Total	80	100.0	100.0	

Years of employment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 2 years	47	58.8	58.8	58.8
	2 - 5 years	14	17.5	17.5	76.3
	6 - 10 years	7	8.8	8.8	85.0
	More than 10 years	12	15.0	15.0	100.0
	Total	28	100.0	100.0	

WE1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	31	38.8	38.8	38.8
	2.0	18	22.5	22.5	61.3
	3.0	20	25.0	25.0	86.3
	4.0	9	11.3	11.3	97.5
	5.0	2	2.5	2.5	100.0
	Total	80	100.0	100.0	

WE2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	10	12.5	12.5	12.5
	2.0	6	7.5	7.5	20.0
	3.0	10	12.5	12.5	32.5
	4.0	29	36.3	36.3	68.8
	5.0	25	31.3	31.3	100.0
	Total	80	100.0	100.0	

WE3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	5	6.3	6.3	6.3
	2.0	7	8.8	8.8	15.0
	3.0	12	15.0	15.0	30.0
	4.0	23	28.8	28.8	58.8
	5.0	33	41.3	41.3	100.0
	Total	80	100.0	100.0	

WE4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	29	36.3	36.3	36.3
	2.0	22	27.5	27.5	63.8
	3.0	16	20.0	20.0	83.8
	4.0	13	16.3	16.3	100.0
	Total	80	100.0	100.0	

VA1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	18	22.5	22.5	22.5
	2.0	15	18.8	18.8	41.3
	3.0	13	16.3	16.3	57.5
	4.0	23	28.8	28.8	86.3
	5.0	11	13.8	13.8	100.0
	Total	80	100.0	100.0	

VA2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	16	20.0	20.0	20.0
	2.0	18	22.5	22.5	42.5
	3.0	15	18.8	18.8	61.3
	4.0	22	27.5	27.5	88.8
	5.0	9	11.3	11.3	100.0
	Total	80	100.0	100.0	

VA3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	2	2.5	2.5	2.5
	2.0	12	15.0	15.0	17.5
	3.0	20	25.0	25.0	42.5
	4.0	34	42.5	42.5	85.0
	5.0	12	15.0	15.0	100.0
	Total	80	100.0	100.0	

VA4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	4	5.0	5.0	5.0
	2.0	4	5.0	5.0	10.0
	3.0	19	23.8	23.8	33.8
	4.0	32	40.0	40.0	73.8
	5.0	21	26.3	26.3	100.0
	Total	80	100.0	100.0	

VA5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	3	3.8	3.8	3.8
	2.0	3	3.8	3.8	7.5
	3.0	8	10.0	10.0	17.5
	4.0	44	55.0	55.0	72.5
	5.0	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

P1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	9	11.3	11.3	11.3
	2.0	15	18.8	18.8	30.0
	3.0	13	16.3	16.3	46.3
	4.0	21	26.3	26.3	72.5
	5.0	22	27.5	27.5	100.0
	Total	80	100.0	100.0	

P2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	10	12.5	12.5	12.5
	2.0	14	17.5	17.5	30.0
	3.0	20	25.0	25.0	55.0
	4.0	19	23.8	23.8	78.8
	5.0	17	21.3	21.3	100.0
	Total	80	100.0	100.0	

P3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	13	16.3	16.3	16.3
	2.0	6	7.5	7.5	23.8
	3.0	29	36.3	36.3	60.0
	4.0	19	23.8	23.8	83.8
	5.0	13	16.3	16.3	100.0
	Total	80	100.0	100.0	

P4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	50	62.5	62.5	62.5
	2.0	11	13.8	13.8	76.3
	3.0	11	13.8	13.8	90.0
	4.0	3	3.8	3.8	93.8
	5.0	5	6.3	6.3	100.0
	Total	80	100.0	100.0	

SH1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	47	58.8	58.8	58.8
	2.0	12	15.0	15.0	73.8
	3.0	13	16.3	16.3	90.0
	4.0	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

SH2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	56	70.0	70.0	70.0
	2.0	12	15.0	15.0	85.0
	3.0	7	8.8	8.8	93.8
	4.0	5	6.3	6.3	100.0
	Total	80	100.0	100.0	

SH3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	60	75.0	75.0	75.0
	2.0	9	11.3	11.3	86.3
	3.0	5	6.3	6.3	92.5
	4.0	5	6.3	6.3	98.8
	5.0	1	1.3	1.3	100.0
	Total	80	100.0	100.0	

SH4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	68	85.0	85.0	85.0
	2.0	6	7.5	7.5	92.5
	3.0	2	2.5	2.5	95.0
	4.0	3	3.8	3.8	98.8
	5.0	1	1.3	1.3	100.0
	Total	80	100.0	100.0	

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Descriptive Statistics				
		N	Mean	Std. Deviation
WE1	I believe that my working environment contributes to sexual harassment.	80	2.163	1.1412
WE2	An unprofessional working environment contributes to sexual harassment.	80	3.663	1.3307
WE3	My company has clear policies relating to sexual harassment.	80	3.900	1.2180
WE4	My employer give preference to attractive employees when giving promotion or rewards.	80	2.163	1.0960
VA1	Workers that do not have the ability to overcome the act actually encourages sexual harassment.	80	2.925	1.3942
VA2	Workers that feel embarrass and blame themselves for this contributes to sexual harassment.	80	2.875	1.3253
VA3	Workers resist to make legal complains when sexually harassed.	80	3.525	1.0060
VA4	Workers have no choice and don't leave companies because they need their job.	80	3.775	1.0551
VA5	Workers that are harassed are afraid that their complain will not be taken seriously.	80	3.988	.9345
P1	Men feel threaten by the career advancement of a woman.	80	3.400	1.3650
P2	Men feel uncomfortable with woman independence and authority.	80	3.238	1.3144
P3	Supervisors abuse their power by making sexual advances to women.	80	3.163	1.2673
P4	A supervisor who promises rewards for sex is not harassing the employee.	80	1.775	1.2010
SH1	My supervisor/co-worker often makes sexual jokes.	80	1.775	1.0551
SH2	My supervisor's/co-worker body language is not appropriate and makes me feel uncomfortable.	80	1.513	.9000
SH3	I have received clear invitation from my supervisor/co-worker for sexual encounter.	80	1.475	.9543
SH4	My supervisor has offered me sexual bribery.	80	1.288	.7986
		80		

APPROVAL PAGE

**TITLE OF PROJECT: A STUDY ON WORKING ENVIRONMENT, VICTIMS
ATTITUDE AND POWER TOWARDS SEXUAL
HARASSMENT EXPERIENCE AMONGST THE
WORKING ADULTS IN KUALA LUMPUR**

NAME OF AUTHOR: NISHAIL LILARAM

The undersigned certify that the above candidate has fulfilled the condition of the project paper prepared in the partial fulfillment for the degree of Master in Strategic Human Resource Management

SUPERVISOR

Signature : _____
Name :
Date :

ENDORSED BY:

Dean
Graduate School of Business
Date: