An Empirical Research on the Impact of Sexual Harassment, Gender Inequality, and Gender Stereotype towards Job Satisfaction among Female Employees

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Abstract

This study investigates the impact of sexual harassment, gender inequality and gender stereotypes towards female employee job satisfaction in Malaysia. Job satisfaction is crucial especially in the era of diverse workforce. One important factor that importantly to be considered is non-discrimination at workplace. However, some of discrimination and inequality continue to persist. Along this line globally some of the commonly known issues are sexual harassment, gender inequality, and gender stereotype exist despite wide awareness created on this. The objective of the study is to identify whether sexual harassment, gender inequality, and stereotypes have an impact on job satisfaction among female employees. The study embarked on the perception of female employees in relation to three factors as the independent variable. Hence, it takes milestone research among academics as the respondent in Malaysian Private Higher Educational Institution. The number of respondents was obtained was 100 for this study. The hypothesis analysis conducted using the Multiple Regression to determine the impact of all those independent variables towards the dependent variable namely job satisfaction. The results indicate that sexual harassment has no effect on job satisfaction. Gender inequality and gender stereotype found to have significant effects on job satisfaction. The implication of this research is to focus on inclusion and gender diversity in organisations.

1.1 Background of the Study

By the year of 2018, in Malaysia, the amount of female employees have reached the total of 5.79 Million (Department of Statistics Malaysia, 2018). Furthermore, 77% of the total amount of female employees hold an important high ranking and difficult position in par with their counterpart (Department of Statistics Malaysia, 2018). Moreover, as per the assumption, there are higher possibility that 77% of female employees in this country that holds higher and difficult position comes from numerous sectors like education, financing, manufacturing, media,

telecommunication, and political (Department of Statistics Malaysia, 2018)..

So all these major sectors that produces or manufactures product and provides services plays a pivotal role in providing an effective economic development of a country. So in such industries, attraction and retention of employees had become significant factors that are much discussed about (Sehunoe, Viviers, & Mayer, 2015). So to retain and attract the employees, job satisfaction factor will be implemented. The reason why job satisfaction factors are implemented for employees, it is because it had become a pivotal role in the organization's survival and profit.

Job Satisfaction are defined as a positive and favorable attitudes (Armstrong, 2006). Moreover, high level of job satisfaction is associated with positive attitude towards one' job and it is vice versa for the low level of job satisfaction (Evans, Pucik& Bjorkman, 2011). If one assumes that all employees function according to a set values, a belief system, assumptions and expectations, job satisfaction is seen as the extent to which employees perceive that these are being met through their personal working experience. It is therefore, apparent that there is a strong subjective element in job satisfaction because it reflects the intrinsic and extrinsic needs, like and dislikes of employees (Robertson & Cooper, 2011).

1.2 Problem Identification of the Study

With the job satisfaction as the focus construct in this study, it tries to accomplish with the main objective, which is to study the impact of Sexual Harassment, Gender Inequality and Gender Stereotype towards Job Satisfaction among the Female Employees in Malaysia. This main objective will create a space to have an in-depth understanding on sexual harassment, gender inequality and gender stereotype act and its severe impact on female employee's job satisfaction.

The first independent variables of these researches are identified as Sexual Harassment. These type of act defined as a social problem had been existed in every phase of the society for a long term (Choi et al., 2016). In addition to that, this act comes in different kind of format which is verbal, physical and visual harassment (Employment Lawyer,

2019). The negative consequence of sexual harassment for the female employee is, it will lessened their job satisfaction (Pedersen et al., 2009). And these will gradually lead to other issues like decrease in the level of job performance, increase in turnover rate, and increase in the level of absenteeism (UpCounsel, 2019.). In the year of 2017, in Malaysia, there were a movement called speak up had done survey on the topic of Sexual Harassment at workplace with the participation of 1000 respondents (Nation, 2019). So the end result were 44% of employees chose to keep silence even though they have encountered with sexual harassment (Nation, 2019). So it shows that, that these country had been practicing the culture of silence upon such issue. In addition to that, in the same year, women's aid organisation had did a survey where it states that in Malaysia, the gender that holds highest number in facing sexual harassment is female with the value 226 individuals compare to male gender, the number of male that faces such act is 41 individuals (Women's Aid Organisation, 2019).

Gender Inequality is an act where the legal, social and cultural situation where gender determines the different rights and dignity for women and men, in which are reflected in their unequal access to or enjoyment of rights (Gender stereotypes, 2018). When it comes to the type of gender inequality, it can cluster into few significant group which wage gap, profession, promotion, and opportunity gap (Economics Discussion, 2019). Whenever there is statement of gender inequality surfaces, wage gap will be associated with it. Even based on Maslow's hierarchy of need, the basic needs of human is money. Furthermore, the female employee's satisfaction explained the non-fulfillment of expectations as a cause for their lower job satisfaction level (Nazia, 2017). It does not only decrease the level of job satisfaction, it will make the organisation to loss women's real potential to work (Sexuality, Poverty and Law, 2019). In the year of 2017, based on the global gender gap report states that Malaysia holds the 104 position out of 144 countries which indicates this country have the highest level in gender inequality (World Economic Forum, 2019). The main reason behind these ranking is wage gap. In

addition to that, the mean monthly salary for women is RM2, 398 while for men is RM2, 500 even though they hold the same position (WORLD OF BUZZ, 2019).

Furthermore, gender stereotype is defined as perception about female and male regarding on their attributes and characteristics; or in some cases the roles that each male and female should be playing (United Nation Human Rights, 2014). Negative Gender Stereotype will affect the job performance, in which will affect the Job Satisfaction (Anouk, 2011). Based on the research that are made by Ipsos, currently Malaysian female employee are facing another pressing issue apart from sexual harassment and gender inequality, which is identified as gender stereotyping (Ipsos, 2019).

1.3 Research Objective

1.3.1 General Research Objective

The General Objective of this research is to study the Impact of Sexual Harassment, Gender Inequality, and Gender Stereotype towards Job Satisfaction among Female Employees in Malaysia.

1.3.2 Specific Research Objectives

There are three types of objectives that are identified as a necessary element for this research which are:

1. To determine the impact of Sexual Harassment towards Job Satisfaction
2. To determine the impact of Gender Inequality towards Job Satisfaction
3. To determine the impact of Gender Stereotype towards Job Satisfaction

1.4 Research Question
1. Is there an impact of Sexual Harassment towards Job Satisfaction?
2. Is there an impact of Gender Inequality towards Job Satisfaction?
3. Is there an impact of Gender Stereotype towards Job Satisfaction?

1.5 Hypothesis
Table 1: Hypothesis Statement and Type of Analysis

Hypothesis	Hypothesis Statement	Type of Analysis
H1	There is an impact of Sexual Harassment towards Job Satisfaction The first hypothesis focuses on the Sexual Harassment and it was created in order to investigate the Impact of Sexual Harassment towards Job Satisfaction among the Female Employees.	Multiple Regression Test and Pearson Moment Correlation Coefficient Test
H2	There is an impact of Gender Inequality towards Job Satisfaction The second hypothesis focuses on the Gender Inequality and it was created to find whether it has an impact towards Job Satisfaction among the Female Employees.	Multiple Regression Test and Pearson Moment Correlation Coefficient Test
H3	There is an impact of Gender Stereotype towards Job Satisfaction The third hypothesis focuses on the Gender Stereotype and it was created in order to investigate the Impact of Gender Stereotype towards Job Satisfaction among the Female Employees.	Multiple Regression Test and Pearson Moment Correlation Coefficient Test

1.6 Significance of the study

The importance of these study to contribute an ample amount of information for the study on the Impact of Sexual Harassment, Gender Inequality, and Gender Stereotype towards Job Satisfaction among Female Employees in Malaysia. Therefore,

the researcher believes that these study will provide benefits to these three types of perspectives.

1.6.1 Theoretical Perspective

This study will provide an ample amount of knowledge contribution on the types of the discrimination towards the Female Employees. Furthermore, it will also create a pathway to focus within of the spectrum of this study for future research.

1.6.2 Management Perspective

This study will also provide a helping hand for the management to raise a sense awareness about the depth of every genre of discrimination towards the Female Employees. Therefore, with such awareness, the management can avoid or reduce the impact of all those discrimination on the Job Satisfaction.

1.6.3 Academic Perspective

This genre of study will create a huge space for the student to have an understanding about both of the impact of Sexual Harassment, Gender Inequality, and Gender Stereotype towards Job Satisfaction and the depth of these three of discriminations. Apart from that, it will also play a pivotal role as a research material for other researcher whom would like to do research within this spectrum of study.

1.7 Limitation of the Study

The reliability of this study depends on the honesty of the respondents in providing the information that are required. The findings from this study consist of a small number of employees ororganisation in Malaysia since that this study are considered to be taboo or sensitive topic, so the results that are obtained should not be generalized as whole . Apart from that, there are also time and cost constraints that are considered to be drawbacks of these study.

1.8 Definition of Terminology
The conceptual and operational definitions of key terms in this study are as follows:
Table 2: Terminology Definition

| Term/s	Conceptual	Operational
Sexual Harassment	It is identified as an act of pervasive that demonstrates unwanted or sexual behavior towards another individual (Sabitha, 2008).	Sexual harassment in this study refers to 26 statements adopted by (Amila& Naeem, 1997) which was using five-point ordinal scale.
Gender Inequality	These gender inequalities are defined as an act of unequal treatment between men and women (Robert Max Jackson, 2008)	Gender Inequality in this study refers to 18 statements adopted by (Memon and Satpathy, 2016) which was using five-point ordinal scale.
Gender Stereotype	It is defined as a perception about male and female regarding on their attributes and characteristics; or in some cases the roles that male and female should be playing (United Nation Human Rights, 2014).	Sexual harassment in this study refers to 7 statements adopted by (Dimitrios, 2006) which was using seven-point ordinal scale.

1.9 Research Framework
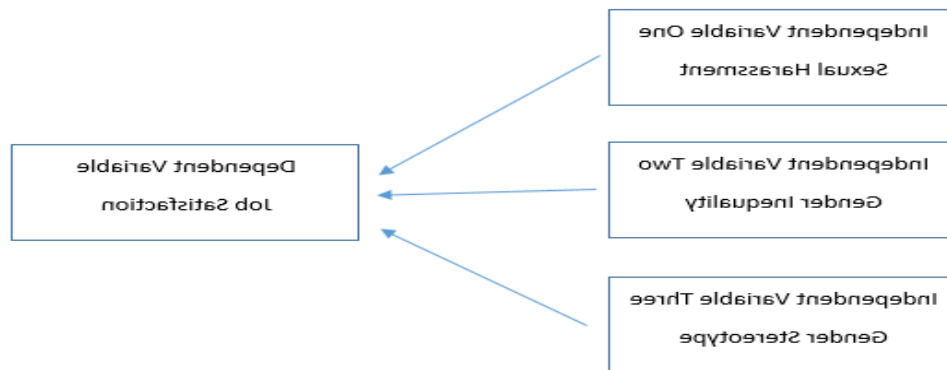
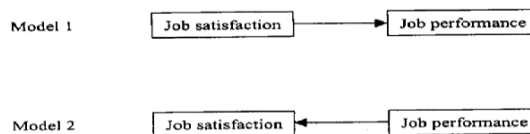Figure 1: Research Framework of Independent and Dependent Variable

Figure 2: Models of the relationship between Job Satisfaction and Job Performance

Source From: http://www.timothy-judge.com/JS-JP%20published.pdf

The gender stereotype threat is a situational factor and it takes place in two different way which are in a blatant way (directly stating the targets group's inferiority) and moderately explicit way (stating the gender differences without specifying which gender will perform better) (Nguyen & Ryan, 2008). Whether the gender stereotype where in a blatant or in moderately explicit way but still such act where and still encountered by women compared to men in daily basis. This type of act always doesn't start from a working environment but instead it always start from a home where in situations, a daughter will be stereotyped by their own parents. For an example, if a daughter wanted to take up an engineering or mathematical or mechanical skills, so there will be stereotype where it is mentioned in way that, a women are suitable for only soft skills but are not meant for hard skill or skills that need more mental and physical work. So there are few studies that are proven that, if women encounters negative stereotype, their performance level will decrease and they loses their interest in quantitative domain like mathematical, engineering and computer science (Davies et al., 2002). The idea is that women's concern on such act will interfere their performance it is because

their attempts on to suppress self-relevant stereotypes (Logel et al., 2009) and subsequently it will also decrease their working memory capacity (Schmader& Johns, 2003). So it shows that, the gender stereotype will lead them to have low level of job performance.

So based on the models, it concludes that job satisfaction comes before and after of job performance which indicates that anyhow the gender stereotype will have an impact towards job satisfaction through impacting job performance.

H3 = There is an impact of Gender Stereotype towards Job Satisfaction

2.8 Theory Building

There is theory building model that are implemented in these research to structure all those variables under three type of cluster which are input, throughput and output in sequence. In addition to that, those models are identified as The Family Resource Management Model.

2.8.1 Family Resource Management Model

There are three significant sections in the model which are the input, throughput and output. Inputs are identified as the resource availability for the household and the demands that are placed towards the resources (Mokthar et al., 2015). In addition to that, the second section which are identified as throughput, it is identified as a middle platform that consists of two factors that connects both input and output (Mokthar et al., 2015). Those two factors are internal managerial process of planning and the implementing behaviors; and the sense of wellbeing that are derived from the demand that are met are called as the output. Furthermore, these model are also implemented by the organizations' as a tool that are considered as the decision-making unit that will implement tow important source to meet the demand which are the human and material resources (Mokthar et al., 2015)..So in the research, the dependent variable will be identified as the Output, the respondent's characteristics will be identified as the Input and the independent variable will be identified as the Throughput.

RESEARCH METHODOLOGY

In these chapter, there are four parts will be presented which are research design, instrumentation, data analysis and ethical consideration. In Section 3.1, it presents the explanation regarding on the type of research design that will be implemented into these research and also about the sampling methodology of the population female employees in Malaysia. In addition to that, there will be also a description of research philosophy that will be presented in Section 3.2. Moreover, in Section 3.3 and 3.4, it presents about the types of both research approach and strategy that will be implemented in these research. In addition to that, in Section 3.5, it discussed about the types of both primary and secondary data collection method. Besides that, in Section 3.6 and 3.7, it will present about the type of time series and the variable's instrumentation. Lastly, this chapter will end with the discussion on the data analysis technique and the ethical consideration.

3.1 Research Design and Sampling Methodology

3.1.1 Research Design

This research had implemented a quantitative research method. This type of method will create a space to collect, analyze, interpret and produce a report based on the data that are collected through the help of a specific sample of population (Creswell, 2014). Furthermore, based on the objectives, these study are identified as explanatory study. It is because these study demonstrate an explanation of the related variables and it also identifies the relationship between the independent and dependent variable. Moreover, by looking into the sampling methodology, the sampling population for these research will be Malaysia and the sample respondent for these study is female employee and target sector will be the education sector.

3.1.2 Sampling Methodology

In the year of 2018, the total number of female employee in Malaysia is 5.79 Million (Principal Statistics of Labour Force, 2018). Furthermore, 22% of the total number of female employees is female employees that are considered to be holding position of legislator, senior officials and managers (Department of Statistics Malaysia, 2018). Moreover, female employees that hold positions as professional and technical workers are 44% of the total number of female employees in Malaysia (Department of Statistics Malaysia, 2018). In addition to that, 11% of the total number of female employees in Malaysia is holding position in parliament (Department of Statistics Malaysia, 2018). However, for these research the sampling sector is the education sector, the target respondents will be female employee that are from the percentage group of both 44% and 22%. Therefore, it total, there are 66% of female employees that holds managerial (head of the department or supervisor), professional (like lectures, teachers, professors, associate professor and departmental employees) and technical workers position in Malaysia.

66% of 5.79 Million is = 3 821 400 female employees

3.5 Data

There are two types of data collection method that are implemented in this study which are both primary and secondary data collection. In this case, primary data collection will be done through the operation of distributing the questionnaire to the respondents through online. In addition to that, data will be also collected through the help of secondary data collection which is literature review. The scope of literature review was mainly concerned on the stated determinants that include Sexual Harassment, Gender Inequality, Gender Stereotype and Job Satisfaction. To ensure the reliability and the validity of the data, the variables that originated form the literature review will be further investigated through the primary data. The target area of the questionnaire distribution will be Malaysia. The respondents for this study will be the woman employees as the research is using convenient sampling in this study. Therefore, the female employees in Malaysia were the main focus group in the research and the target sector will be education sector.

3.6 Time Series

This study had implemented a time series method which is identified as cross sectional time horizon.

Furthermore, Cross-sectional time horizon are identified as a study that implements survey strategy to collect and analyse the data from the respondent subset that to explore the relationship between two variables which are dependent and independent variable (Hawker & Boulton, 2000).

3.7 Instrumentation

3.7.1 Job Satisfaction

This study had implemented the instrumentation from (Zirwatul et al., 2014) scale to measure the Job Satisfaction among female employees in Malaysia, by using the five-point ordinal scale. There will be 37 statements, which will read to the female respondents to find out whether that they will strongly disagree or strongly agree. the scoring procedure are rated based on the favorable and unfavorable aspect of their job which ranges from 1 point which identified as strongly disagree to 6 points which is strongly agree. So the total score will range from 37 points to 222 points. Moreover, higher score will be considered that the female employees are satisfied (Zirwatul et al., 2014).

Table 3: Job Satisfaction Statements by (Zirwatul et al., 2014)

No.	Statements
1	I feel I am being paid a fair amount for the work I do
2	Raises are few and far between
3	I feel unappreciated by the organization when I think about what they pay me
4	I feel satisfied with my chances for salary increment
5	There is really too little chance for promotion on my job
6	Those who do well on the job stand a fair chance of being promoted
7	People get ahead as fast here as they do in other places
8	I am satisfied with chances for promotion
9	I am not satisfied with the benefits I receive
10	The benefits we receive are as good as most other organizations offer.
11	The benefit package we have is equitable
12	There are benefits we do not have which we should have
13	Then I do a good job, I receive the recognition for it that I should receive.
14	I do not feel that the work I do is appreciated.
15	Few rewards will be given for those who work here.
16	I do not feel my efforts are rewarded the way they should be.
17	My supervisor is unfair to me

18	My supervisor shows too little interest in the feelings of subordinates
19	My Supervisor quite competent in doing his/her job
20	I like my supervisor.
21	I like the people I work with
22	I find I have to work harder at my job because of the incompetence of people I work with.
23	I enjoy my co-worker
24	There is too much bickering and fighting at work
25	Many of our rules and procedures make doing a good job difficult.
26	My efforts to do a good job are seldom blocked by red tape.
27	I have too much to do at work.
28	I have too much paperwork.
29	I Like doing the things I do at work
30	I sometimes feel my job is meaningless.
31	I feel a sense of pride in doing my job
32	My job is enjoyable
33	Communications seem good within this organization.
34	The goals of this organization are not clear to me
35	I often feel that I do not know what is going on with the organization
36	Work assignments are not fully explained

* Sample Questionnaire

3.7.2 Sexual Harassment

The study had implemented the instrumentation from (Anila& Naeem, 1997) scale to measure the Sexual Harassment towards female employees in Malaysia, by using the five-point ordinal scale. There will be 26 statements, which will read to the female respondents to find out whether that they never encounter such act or they have encountered such act many times. The scoring producers are as follows:

1. One to Four points will be given if the target respondents agrees that, they had encounters such act of sexual harassment that are mentioned in the statements towards them seldom, sometimes, frequently and always.

2. Zero pints will be given if the target respondents agree that, they never encounter such act of sexual harassment that is mentioned in the statements towards them.

Therefore, the total points will range from 0 to 104 points. Therefore, the respondent that scores highest points will consider facing such issues on the daily basis (Anila& Naeem, 1997)

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Table 4: Sexual Harassment Statements by (Anila& Naeem, 1997)

No.	Statement
1	Your Boss/co-worker/subordinate to a dirty joke to you
2	Your Boss/co-worker/subordinate appreciated your figure
3	Your Boss/co-worker/subordinate stared at you from head to toe with dirty looks
4	Your Boss/co-worker/subordinate tried to make you to sit with him on some lame excuses
5	Your Boss/co-worker/subordinate admired your dress or make-up
6	Your Boss/co-worker/subordinate tried to flirt with you
7	Your Boss/co-worker/subordinate invited you for outing or going to a restaurant
8	Your Boss/co-worker/subordinate offered you lift in his car
9	Your Boss/co-worker/subordinate tried to give you a card
10	Your Boss/co-worker/subordinate withheld your work so that you might go to him again and again regarding that work

11	Your Boss/co-worker/subordinate made an obnoxious call to you on the phone
12	Your Boss/co-worker/subordinate took interest on your personal life with the intention that you might start responding favorably to him
13	Your Boss/co-worker/subordinate tried to you about his own sexual life
14	Your Boss/co-worker/subordinate assured you of promotion in the job or of some other benefits if you fulfil his immoral demands
15	Your Boss/co-worker/subordinate collided with you while passing by
16	Your Boss/co-worker/subordinate tried to touch your hand while giving you something
17	Your Boss/co-worker/subordinate called you darling, sweetheart, or any other pet name
18	Your Boss/co-worker/subordinate put his hand on your shoulder or back while working
19	Your Boss/co-worker/subordinate tried to give you a love letter
20	Your Boss/co-worker/subordinate threatened to fire you if you did not develop romantic ties with him
21	Your Boss/co-worker/subordinate have made you face some loss in your job for not meeting his demands
22	Your Boss/co-worker/subordinate tried to have an immoral talk with you
23	Your Boss/co-worker/subordinate forced you to fulfil his immoral demand by exploiting your hardship of your personal life.
24	Your Boss/coworker/subordinate tried to pat on your shoulder or back while praising your work
25	Your Boss/coworker/subordinate put his hand on your hand while posing to teach you work related information.
26	Your Boss/coworker/subordinate tried to kiss you

* Sample Questionnaire

3.7.3 Gender Inequality

The study had implemented the instrumentation from (Memon and Satpathy, 2016) scale to measure the Gender Inequality towards female employees in Malaysia, by using the five-point ordinal scale. There will be 18 statements, which will read to the female respondents to find out whether that they will strongly disagree or strongly agree. The scoring procedures ranges from one point that are for strongly disagree to five points for strongly agree. So the total score will range from 18 points to 90 points. Moreover, higher score is considered that female employees are leading to gender equality (Memon and Satpathy, 2016).

Table 5: Gender Inequality Statements by (Memon and Satpathy, 2016)

No.	Statement
1	Recruitment process are not gender biased
2	Do equal opportunity for quality work are given to female employees
3	Do equal career growth opportunities are given to female employees
4	Do female employees receive equal remuneration
5	Do female employee receive location flexibility
6	Do female employees are given opportunities to work from home flexibility
7	Do female employee are given independence in work
8	Do organisation considers female employee for succession plan
9	Do female employee are given equal appreciation for work
10	Do female employee are equal sharing of responsibilities
11	Do female employee are treated as competent as male employee

12	Do harassment are strongly condemned by the organization
13	Do female employee are given post maternity support
14	Do maternity break deteriorates the work
15	Do organisation takes the steps for female employee retention
16	Do organisation encourage female employee to work post marriage
17	Do organisation encourage female leadership
18	Do the organisation empowers the female employees

* Sample Questionnaire

3.7.4 Gender Stereotype

The study had implemented the instrumentation from (Dimitrios, 2006) scale to measure the Gender Stereotype towards female employees in Malaysia, by using the seven-point ordinal scale. There will be 16 statements, which will read to the female respondents to find out whether that they will strongly disagree or strongly agree. The scoring procedures ranges from one point that are for strongly disagreeing to seven points for strongly agree. So the total score will range from 16 points to 112 points. In addition to that, if the target respondent scores the higher points, then it is considered that the organisation have highly favorable attitude towards female becoming a manager (Dimitrios, 2006).

Table 6: Gender Stereotype Statements by (Dimitrios, 2006)

No.	Statement
1	It less desirable for female than male to have a job
2	Challenging work is more important to male than it is to female
3	Female are not ambitious enough to be successful in the business world
4	Female cannot be assertive in business simulations that demand it
5	Female are not competitive enough to be successful in the business world
6	Female cannot be aggressive in business situations that demand it
7	Female employees are less capable than male employees in learning mathematical and mechanical skills

* Sample Questionnaire

3.8 Data Analysis Technique

In this research, SPSS had implemented obtain the findings like the weightage or mean from the questionnaire, there is an analysis that are called as descriptive data analysis. In addition to that, to analyse the normality distribution and reliability of both independent and dependent variables, there two types of testing which are the Skewness and Kurtosis testing and on the other hand, it is Cronbach Alpha testing. Furthermore, to analyse whether there is an impact of all those independent variables towards the dependent variable, there is a significant type of testing have been implemented in these research which are the Multiple Regression Testing.

3.9 Ethical Considerations

To conduct a research that have a high level of sensitivity in a professional and ethical manner, there are few significant ethical steps that need to be taken in account or followed before, during and after the research. The first step is that the researcher needs to treat all the information that is received from the respondents as confidential as possible. Furthermore, the second step is that the researcher need to obtain consent from the respondent whether they are ready to participate in the questionnaire process or not. Moreover, the researcher should not purposely alter the data that are collected. The last step, is that the researcher need to create a space where the researcher being truthful and honest towards the respondents in which will to the respondents to trust the researcher, so that they will cooperate with the researcher willingly.

DATA PRESENTATION AND ANALYSIS

In this chapter, the data and information obtained from the data collection will be analysed and presented in a convertible way for easy understanding. InSection 4.1, it explains the respondent characteristics of the research questionnaires. Furthermore, Section 4.2, presents

the Skewness and Kurtosis analysis. In addition to that, in Section 4.3, it provided with descriptive result of each variables. Moreover, in Section 4.4, 4.5, and 4.6, it is explained with three types of test which is identified as the Cronbach's Alpha, Multiple Regression Test and Pearson Moment Correlation Coefficient Test in the research.

Section 4.7 outlined the hypothesis testing result based on the two test.

4.1 Respondent Characteristics

The respondent characteristics are identified as the first section of the questionnaire process. So there few types of characteristics that can be identified as age, marital status, position, length of service, and ethnicity.

Variables	Percentage (%)
Age	
18-25	25
26-39	54
40 Years old Onward	21
Marital Status	
Married	47
Single	53
Position	
Lecturer	57
Senior Lecturer	6
Professor	6
Associate Professor	1
Academic Leader	3
Department Employee	27
Length of Employment	
Less than 5 Years	33
6 to 10 Years	42
10 Years Onwards	25
Ethnicity	
Malay	34
Chinese	32
Indian	27
Others	7

Table 7: List of Respondent Characteristics and its Percentage

Based on Table 7, it states about the percentage of respondent's characteristic. There are a total of 100 female respondents that have participated in this questionnaire session. Furthermore, in terms of age group, 25% of the female respondents are aged in between 18 to 25, 54% of the female respondents are aged in between 26 to 39 and 21% of the female respondents are aged from 40 years old onwards. And this shows that the majority of female employees are aged in between 26 to 39.

Moreover, in terms of marital status, 47% of female respondents are married and on the other hand, the majority of the female respondents is single with the value of 53%. In addition to that, in terms of position, 57% of female respondents

holds the lecturer position and the 27% of female respondents holds as the department employee. There are few positions that have smaller number of female respondents, which are senior lecture, professor, associate professor and academic leader. In these research department employees, are identified as individual who works several department like HR Department, Admin Department or Financial department that holds positions like managers, supervisor, head of the department, or clerks.

In referring to the length of employment, 33% of female respondent's length of employment is less than 5 years, 42% of female respondents' length of employment ii in between 6 to 10 years and

25% female respondent's length of employment is 10 years onwards. These shows the majority of female respondent's length of employment is in between 6 to 10 years. Lastly, in terms of Ethnicity, the majority of the female respondents are Malay with the value of 34%. And list follows, 32% of the female respondents is Chinese, 27% of female respondents are Indian and the least of amount of female respondents are from other ethnicity group with the value of 7%.

4.2 Skewness and Kurtosis

Variables	Skewness	Kurtosis
Sexual Harassment	1.503	2.811
Gender Inequality	0.014	-1.222
Gender Stereotype	0.015	-1.108
Job Satisfaction	-0.0649	-0.011

Table 8: Summaries of Skewness and Kurtosis

Based on the Table 8 shown above, it states the result of the normality distribution through the analysis of both Skewness and Kurtosis. In addition to that, as it were also mentioned by Pallant (2011), normality can be gained through the analysis of Skewness and Kurtosis. Furthermore, such analysis will provide the information of the distribution score which belongs to each variables. To describe the balance of the normality distribution through the Skewness and Kurtosis analysis, there is two type of acceptable level for both analysis which ranges from -2 to +2 and -3 to + 3 respectively (EL Hajjar, 2017). Furthermore, if the variable's skewness value falls in between -2 and +2 or variables' kurtosis value falls in between -3 and +3, then variables will be normality distributed.

In addition to that, both Skewness and Kurtosis have another significant function where both provide the indication of symmetry and peakedness of the distribution. Furthermore, Sexual Harassment, Gender Inequality and Gender Stereotype has positive skewness which indicates that scores in the graph will be grouped to the left at the low values. On the other hand, Job Satisfaction has a negative skewness value which indicates that the value is clustered at the right side of the graph. And Sexual Harassment variable has a positive kurtosis which indicates the distribution had a heavier tail that the normal distribution and the variables that have negative kurtosis have the lighter tail than a normal distribution (Minitab, 2019).

4.3 Descriptive Studies
4.3.1 First Independent Variable (Sexual Harassment)

No	Statement	1	2	3	4	5	6	7
A1	Your Boss/co-worker/subordinate tells a dirty joke to you	32%	26%	16%	12%	6%	6%	2%
A2	Your Boss/co-worker/subordinate appreciated your bodily figure	39%	22%	16%	17%	4%	0%	2%
A3	Your Boss/co-worker/subordinate stared at you from head to toe with dirty looks	37%	29%	20%	12%	2%	0%	0%
A4	Your Boss/co-worker/subordinate admired your dress or make-up	18%	17%	27%	26%	6%	6%	0%
A5	Your Boss/co-worker/subordinate tried to flirt with you	48%	15%	18%	9%	4%	6%	0%
A6	Your Boss/co-worker/subordinate invited you for outing or going to a restaurant	27%	8%	14%	20%	18%	5%	8%
A7	Your Boss/co-worker/subordinate offered you lift in his car	31%	14%	15%	13%	14%	12%	1%
A8	Your Boss/co-worker/subordinate	75%	9%	5%	3%	3%	5%	0%

	withheld your work so that you might go to him again and again regarding that work							
A9	Your Boss/co-worker/subordinate made an obnoxious call or text to you on the phone	55%	13%	15%	10%	5%	2%	0%
A10	Your Boss/co-worker/subordinate took interest on your personal life with the intention that you might start responding favourably to him	42%	18%	22%	12%	3%	2%	1%
A11	Your Boss/co-worker/subordinate tried talk to you about his own sexual life	67%	12%	9%	8%	3%	1%	0%
A12	Your Boss/co-worker/subordinate assured you of promotion in the job or of some other benefits if you fulfil his immoral demands	87%	1%	2%	4%	2%	3%	0%
A13	Your Boss/co-worker/subordinate collided with you while passing by	43%	25%	12%	16%	2%	2%	0%
A14	Your Boss/co-worker/subordinate tried to touch your hand while giving you something	57%	20%	12%	7%	2%	2%	0%
A15	Your Boss/co-worker/subordinate called you darling, sweetheart, or any other pet name	43%	29%	8%	15%	4%	0%	1%
A16	Your Boss/co-worker/subordinate put his hand on your shoulder or back while working	46%	29.3%	8.1%	10.1%	3%	2%	1%
A17	Your Boss/co-worker/subordinate tried to give you a love message	73%	14%	6%	4%	2%	1%	0%
A18	Your Boss/co-worker/subordinate threatened to fire you if you did not develop romantic ties with him	84%	5%	3%	2%	5%	0%	1%
A19	Your Boss/co-worker/subordinate tried to have an immoral talk with you	76%	7%	5%	9%	1%	0%	2%
A20	Your Boss/co-worker/subordinate forced you to fulfil his immoral demand by exploiting your hardship of your personal life.	86%	0%	7%	2%	3%	1%	1%
A21	Your Boss/co-worker/subordinate tried to pat on your shoulder or back while praising your work	40%	27%	14%	14%	2%	1%	1%
A22	Your Boss/co-worker/subordinate put his hand on your hand while posing to teach you work related information.	50%	21%	17%	5%	4%	2%	1%
A23	Your Boss/co-worker/subordinate tried to kiss you	87%	2%	4%	2%	2%	3%	1%

Table 9: Itemized questions for the First Independent Variable in percentage

* Actual Questionnaire

*Note: 1: Never, 2: Rarely, 3: Occasionally, 4: Sometimes, 5: Frequently, 6: Usually, 7: Always

The Table 9 that are shown above, the respondent results that are derived from the sexual harassment questionnaire's statement. Based on Table 2, 32%

of the respondents have agreed that they never encountered any sorts of dirty joke from their subordinates, co-worker or their boss. And this list goes on, from A2 to A3 (ranges from 39% & 37% respectively) and A5 to A23 (ranges from 48%, 27%, 31%, 75%, 55%, 42%, 67%, 87%, 43%, 57%, 43%, 46%, 73%, 84%, 76%, 86%, 40%, 50% & 87% respectively) statement where the majority respondents have agreed that they never faced any sort of sexual harassment.

But on the contrary, based on the A4 statement, there is 26% of the respondent have agreed that

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they sometime encounter an act of admiring their dress or makeup from their subordinate, co-workers or boss. Besides that, in terms of reliability of these variable, the most significant tool to measure the reliability is Cronbach's Alpha analysis (Pallant, 2011). So, if the value is above 0.7, it is considered most reliable. Therefore, in these case study, the Cronbach's alpha value of these variable is 0.957, which can be considered most reliable for the sample
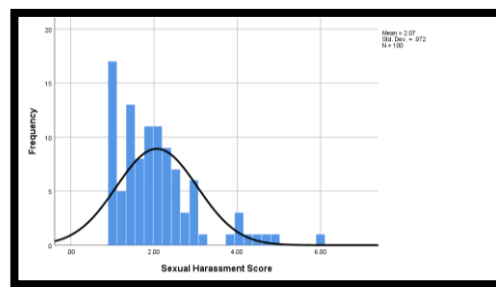

Figure 3: Distribution of Summation of Sexual Harassment Score

Based on Figure Four that are shown above, it shows the results of the distribution that belongs to the first independent variable that are identified as the act of Sexual Harassment. The mean score of these independent variable is 2.07. In addition to that, mean score are defined as average value of the distribution. Furthermore, if the mean score were to be greater than 4, then it will be considered that the respondents have agreed with each statements which indicates that those

respondents had encountered with the act of Sexual Harassment on daily basis. But in this case, since the mean score is lower than 4, so it can be considered that the respondent had to the statement which indicates that, those respondent had rarely or never encountered with Sexual Harassment act in their organisation. The graph skewness for these variable is 1.503 and the graph's kurtosis is 2.811. So the variables are normality distributed in these research.

4.2.2 Second Independent Variable (Gender Inequality)

No	Statement	1	2	3	4	5	6	7
B1	In my workplace, recruitment process are not gender biased	4%	3%	13%	8%	19%	21%	**32%**
B2	In my workplace, equal opportunity for quality work are given to female employees	2%	6%	15%	8%	18%	22%	**29%**
B3	In my workplace, equal career growth opportunities are given to female employees	2%	7%	7%	12%	24%	20%	**28%**
B4	In my workplace, female employees receive equal remuneration	2.1%	4.1%	9.3%	12.4%	**26.8%**	21.6%	23.7%
B5	In my workplace, female employees receive location flexibility	7.1%	3%	7.1%	13.1%	**25.3%**	23.2%	21.2%
B6	In my workplace, female employees are given opportunities to work from home	10%	7%	10%	12%	**25%**	16%	20%
B7	In my workplace, female employees are given independence in work	3%	5.1%	5.1%	14.1%	27.3%	17.2%	**28.3%**
B8	In my workplace, organisation considers female employees for succession plan	0%	3%	2%	**32%**	25%	14%	24%
B9	In my workplace, female employees are given equal appreciation for work	0%	1%	2%	9%	**34%**	25%	29%
B10	In my workplace, female employees are equal sharing of responsibilities with male employees	0%	5%	3%	14%	27%	23%	**28%**
B11	In my workplace, female employees are treated as competent as male employees	1%	9%	3%	11%	22%	20%	**34%**
B12	In my workplace, sexual harassment are strongly condemned by the organisation	1%	5%	1%	17%	17%	16%	**43%**
B13	In my workplace, female employees are given post maternity support	0%	2%	3%	17%	17%	29%	**32%**
B14	In my workplace, maternity break do not deteriorates the work	0%	0%	2%	20	21%	25%	**32%**
B15	In my workplace, organisation takes the steps in retaining female employees	0%	0%	3%	28%	**31%**	15%	23%
B16	In my workplace, organisation encourage female leadership	0%	2%	8%	19%	19%	**26%**	**26%**
B17	In my workplace, the organisation empowers the female employees	0%	1%	10%	13%	25%	**27%**	24%

Table 10: Itemized questions for the Second Independent Variable in percentage

* Actual Questionnaire

* The numbers that bolded in red is to identify the similar kind of percentage
*Note: 1: Strongly Disagree, 2: Disagree, 3: More or Less Disagree, 4: Undecided, 5: More or Less Agree, 6: Agree, 7: Strongly Agree

The Table 10 that are shown above, the respondent results that are derived from Gender Inequality questionnaire's statement. Based on table 3, the statements from B1, B2, B3, B7, B10, B11, B12, B13, B14 and B16, the respondents have strongly agreed that their organisation is not gender biased, it is a workplace where it provide an equal opportunity for quality work, equal sharing responsibility, equal treatment, equal career growth opportunity; on the other hand, it is also a workplace where sexual harassment act is strongly condemned, female employees are provided with post maternity support, and it is a workplace where there will be an encouragement for female leadership . And the percentage of respondent whom strongly agree to all those statement were from 32%, 29%, 28%, 28%, 34%, 43%, 32%, 32% and 26%. Furthermore, statement from B4, B5, B6, B9 and B15, the respondents
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have more or less agreed that their organisation provides an equal remuneration, flexible working location, equal appreciation, opportunity to work from home for them and the workplace are staking steps in retaining them. So the percentage of respondent whom more or less agreed to all those statement varies from 26.8%, 25.3%, 25%, 34% and 31%. Moreover, the percentage of respondents whom have agreed to the statement from B16 where it states that the workplace encourage the female leadership have an equal standing with the percentage of respondents whom had strongly agreed. Lastly, the percentage of respondent whom have indecisive thought whether the workplace have decided female employee on the succession plan is 32%. Therefore, in these case study, the Cronbach's alpha value of these variable is 0.943, which can be considered most reliable for the sample
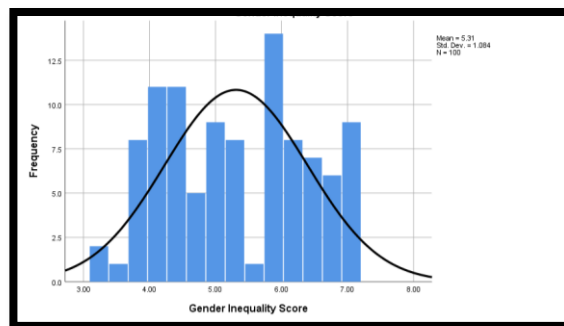

Figure 4: Distribution of Summation of Gender Inequality Score

Based on Figure Five that are shown above, it shows the results of the distribution that belongs to the second independent variable that are identified as the act of Gender Inequality. The mean score of these independent variable is 5.31. Furthermore, if the mean score were to be greater than 4, then it will be considered that the respondents have agreed or strongly agreed with
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each statements. So in the case study, mean score for these variables is greater than 4 and it means that the majority of the respondent have agreed to all of the statement. The graph skewness for these variable is 0.014 and the graph's kurtosis is – 1.222. So the variables are normality distributed in these research

4.2.3 Third Independent Variable (Gender Stereotype)

No	Statement	1	2	3	4	5	6	7
C1	This organisation beliefs that challenging work is more important to female employees than it is to male employees	4%	10%	9%	**23%**	22%	15%	17%
C2	This organisation beliefs that female employee are ambitious enough to be successful in the business world	0%	5%	9%	13%	**30%**	21%	22%

C3	This organisation beliefs that female employees can be assertive in business simulations that demand it	0%	1%	4%	14%	**34%**	27%	20%
C4	This organisation beliefs that female employees are competitive enough to be successful in the business world	0%	1%	1%	17%	28%	**30%**	23%
C5	This organisation beliefs that female employees are aggressive in business situations that demand it	0%	2%	7%	**28%**	17%	21%	25%
C6	This organisation beliefs that female employees are more capable of learning mathematical and mechanical skills than are male employees	2%	6%	18%	12%	16%	19%	**27%**

Table 11: Itemized questions for the Third Independent Variable in percentage

* Actual Questionnaire

*Note: 1: Strongly Disagree, 2: Disagree, 3: More or Less Disagree, 4: Undecided, 5: More or Less Agree, 6: Agree, 7: Strongly Agree

The Table 11 that are shown above, the respondent results that are derived from Gender Stereotype questionnaire's statement. Based the statements from C2 and C3 of Table 4, the percentage of respondent whom had more or less agreed that the organisation beliefs that the female employees are ambitious and assertive enough to be successful in the business world is both 30% and 34% respectively. Besides that, based on the statement of C1 and C5, the percentage of respondent whom have indecisive thought whether the workplace beliefs that female employee are apt for being aggressive and whether the workplace beliefs that challenging work is more important to female employees compare to male employees is in the margin of both 23% and 28% respectively. Last but not the least, 30% and 27% percentage of respondent have both agreed and strongly agree to the statement of C4 and C5; where the organisation beliefs that female employees are completive enough for the business and at the same time female employees are more capable in learning mathematical and mechanical skills. Therefore, in these case study, the Cronbach's alpha value of these variable is 0.924, which can be considered most reliable for the sample.
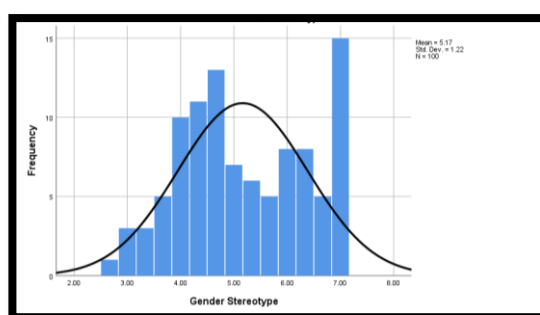

Figure 5: Distribution of Summation of Gender Stereotype Score

Based on Figure Six that are shown above, it shows the results of the distribution that belongs to the third independent variable that are identified as the act of Gender Stereotype. The mean score of these independent variable is 5.17. So in the case study, mean score for these variables is greater than 4 and it means that the majority of the respondent have agreed to all of the statement. The graph skewness for these variable is 0.015 and the graph's kurtosis is – 1.108. So the variables are normality distributed in these research

4.2.4 Dependent Variable (Job Satisfaction)

No	Statement	1	2	3	4	5	6	7
D1	I feel I am being paid a fair amount for the work I do.	9.1%	5.1%	7.1%	7.1%	26.3%	**27.3%**	18.2%
D2	I feel appreciated by the organization when I think about what they pay me	8.1%	8.1%	10.1%	13.1%	**22.2%**	20.2%	18.2%
D3	I feel satisfied with my chances for salary increment	4.1%	9.2%	11.2%	11.2%	**23.5%**	**23.5%**	17.3%
D4	There is really high chance for promotion on my job	7.1%	8.1%	10.1%	14.1%	16.2%	**27.3%**	17.2%
D5	Those who do well on the job stand a fair chance of being promoted	5.1%	4%	6.1%	10.1%	**29.3%**	26.3%	19.2%
D6	I am satisfied with chances for promotion.	5.1%	8.2%	11.2%	11.2%	21.4%	**27.6%**	15.3%
D7	I am satisfied with the benefits I receive.	10.1%	7.1%	9.1%	7.1%	23.2%	**27.3%**	16.2%
D8	The benefits i receive are as good as most other organizations offer.	10.1%	6.1%	14.1%	11.1%	**23.2%**	18.2%	17.2%
D9	The benefit package i have is equitable	9.1%	3%	11.1%	16.2%	20.2%	**23.2%**	17.2%
D10	There are benefits i do not have which we should have	**32.9%**	1%	8.1%	16.2	14.1%	12.1%	16.2%
D11	I receive the recognition for it that I should receive.	8.1%	2%	12.1%	9.1%	**27.3%**	25.3%	16.2%
D12	I feel that the work I do is appreciated.	9.1%	2%	13.1%	11.1%	18.2%	**28.3%**	18.2%
D13	I feel my efforts are rewarded the way they should be.	9.1%	1%	9.1%	19.2%	18.2%	**25.3%**	18.2%
D14	My supervisor is fair to me	7.1%	2%	9.1%	12.1%	**25.3%**	23.2%	21.2%
D15	My supervisor shows lots of interest in the feelings of subordinates	8%	4%	7%	11%	**33%**	21%	16%
D16	I like my supervisor.	9%	0%	10%	15%	**28%**	23%	15%
D17	I like the people I work with	2%	4%	14%	9%	**34%**	23%	14%
D18	There is not much of a conflict among employee	3.1%	2%	12.2%	16.3%	**28.6%**	23.5%	14.3%
D19	The rules and procedures makes easy to work here	6%	2%	8%	15%	23%	**29%**	17%
D20	I do not have work overload	10%	4%	10%	13%	16%	**27%**	20%
D21	My job is meaningful	1%	3%	12%	4%	18%	**33%**	29%
D22	I feel sense of pride in doing my job	1%	4%	9%	4%	22%	**33%**	27%
D23	My job is enjoyable	2%	8%	9%	8%	23%	**26%**	24%
D24	Communications seem good within this organization.	10%	4%	15%	6%	16%	**33%**	16%
D25	The goals of this organization are clear	7%	4%	5%	10%	17%	**36%**	21%
D26	I often feel that I do not know what is going on with	**44%**	6%	7%	15%	14%	7%	7%

	the organization							
D27	Work assignments are not fully explained	**42%**	6%	13%	13%	13%	10%	7%

Table 12: Itemized questions for the Dependent Variable in percentage

 * Actual Questionnaire

* The numbers that bolded in red is to identify the similar kind of percentage

*Note: 1: Strongly Disagree, 2: Disagree, 3: More or Less Disagree, 4: Undecided, 5: More or Less Agree, 6: Agree, 7: Strongly Agree

The Table 12 that are shown above, the respondent results that are derived from Job Satisfaction questionnaire's statement. Based on the statements of D10, D26 and D27 of Table 5, the percentage of respondents whom had strongly disagreed to the benefit that they don't have is what they should have, sometimes they don't understand what is going in the organisation and the assessment is not well explained. Furthermore, there are quite a number of respondent whom had more or less agreed to the statement of D2, D5, D8, D 11, D14, D15, D16, D17, & D18; where they felt that they were fully appreciated through the salary that the organisation have provide with, they are satisfied with their chances promotion, content with their benefits and recognition that they receive based on their work. In addition to that, they also felt that their supervisor is being fair and taking some interest on their feeling. So this will lead them to like their supervisor and their co-workers which will create a non-conflict working environment. The percentage of respondents whom had more or less agreed to all those statement from D2 to D18, is 22.2%, 23.5%, 29.3%, 23.2%, 27.3%, 25.3%, 33%, 28%, 34%, and 28.6% respectively.

The following statements that ranges from D1, D4, D6, D7, D9, D12, D13, D19, D20, D21, D22, D23, D24, to D25, indicates that the respondents had agreed to all those statements which states that they felt that they were fairly paid and are satisfied with the benefits which are equitable in the organisation, and there is a higher chance for them to have a promotion. In addition to that, they also felt that they are well appreciated and reward for the work that they done with the help of rules and procedures that easier to understand. Moreover, they have also agreed that the work is not overload which gives a greater meaning and fun in the work in which lead them to have their strong pride towards their work. Therefore, these will lead to have a greater communication among the employees and greater goals for the organisation. The percentage of respondent that have agreed to all those statement are 27.3%, 27.3%, 27.6%, 27.3%, 23.2%, 28.3%, 25.3%, 29%, 27%, 33%, 33%, 26%, 33%, and 36% respectively. Lastly, the D3 statement indicates that there two similar percentage group had agreed and more or less agreed to the statement which states that they feel satisfied with the fair chance for their salary increment. Therefore, in these case study, the Cronbach's alpha value of these variable is 0.952, which can be considered most reliable for the sample.
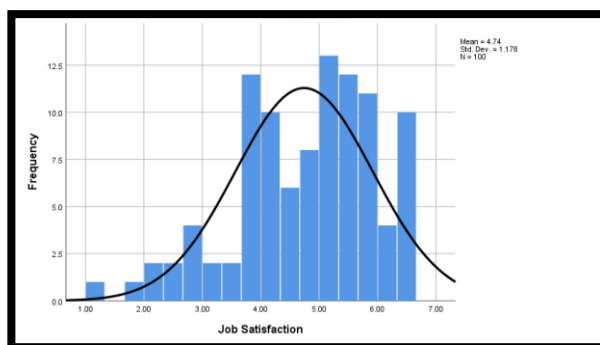

Figure 6: Distribution of Summation of Job Satisfaction Score

Based on Figure Seven that are shown above, it shows the results of the distribution that belongs to the dependent variable that are identified as the act of Job Satisfaction. The mean score of these

independent variable is 4.74. So in the case study, mean score for these variables is greater than 4 and it means that the majority of the respondent have agreed to all of the statement. The graph skewness for these variable is -0.0649 and the graph's kurtosis is -0.011. So the variables are normality distributed in these research.

4.3 Cronbach's Alpha Reliability Test

Variables	Cronbach's Alpha (r)
Sexual Harassment	0.957
Gender Inequality	0.943
Gender Stereotype	0.924
Job Satisfaction	0.952

Table 13: Cronbach's Alpha Reliability of Job Satisfaction with Selected Variables

To measure the reliability and consistency for a test or a scale, there is a measuring tool which are m most commonly implemented; that tool is identified as Cronbach's Alpha Reliability Test (Tavakol&Dennick, 2011). In order to have an internal consistency, all of the variables that are measured through these test should be under a similar concept and structure (Bonett & Wright, 2014). In addition to that, these reliability test defines the reliability coefficient which indicates that how well the variables were positively correlated to each other. Moreover, the variable's value of these test will be considered to be poor if it falls under 0.60, or if the value fall under range of 0.70, it will be considered as acceptable value. In addition that, if the value happen to be greater than 0.8, it will considered as good value and only if the value surpasses 0.90, those values will be considered as excellent value(Sekaran & Bougie, 2016 ; Statistics How To, 2019). So in this case study, the both independent (which are the Sexual Harassment, Gender Inequality and Gender Stereotype) and dependent variable's (Job Satisfaction) values had surpassed 0.9 which is considered to an excellent Cronbach's Alpha value.

4.4 Pearson Moment Correlation Coefficients Test

		Sexual Harassment	Gender Inequality	Gender Stereotype	Job Satisfaction
Sexual Harassment	Pearson Correlation	1	-0.163	-0.126	-0.037
	Sig. (2-tailed)		0.105	0.210	0.715
	N	100	100	100	100
Gender Inequality	Pearson Correlation	-0.163	1	0.796**	0.663**
	Sig. (2-tailed)	0.105		0.000	0.000
	N	100	100	100	100
Gender Stereotype	Pearson Correlation	-0.126	0.796**	1	0.620**
	Sig. (2-tailed)	0.210	0.000		0.000
	N	100	100	100	100
Job Satisfaction	Pearson Correlation	-0.037	0.663**	0.620**	1
	Sig. (2-tailed)	0.715	0.000	0.000	
	N	100	100	100	100

Table 14: Pearson Moment Correlation Coefficient Test

These type of testing are identified as the tool that measures the liner relationship between two significant variables. In addition to that, the value of these test ranges from -1.0 to + 1.0 (Laerd Statistics, 2019). Furthermore, the value of +1.0 are considered to be perfect positive relationship and on the other hand, the value -1.0 indicates that there is a perfect negative relationship between two variables (Laerd Statistics, 2019). In addition to that, if there is negative relationship between

two variables, it will be considered a relationship where if one variable increase, then the other variable will decrease (Laerd Statistics, 2019).

Based on the table 14 that are shown above, it states the correlation between independent (which includes sexual harassment, gender inequality, and gender stereotype) and dependent variables (job satisfaction).

So, based on the results of these test, it shows that there two are independent variables that have a strong positive relationship with the dependent variable, which are identified as gender inequality and gender stereotype with of value of 0.663 and 0.620 respectively. In addition to that, there is another independent variable which has a negative relationship with the dependent variable which are sexual harassment with the value of -0.03.

4.4 Multiple Regression Test add

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.684	**0.468**	0.452	0.87260

Table 15: Model Summary

The table of Model Summary provides goodness of fit measures between the variables (Pallant, 2011). The table starts with R value that represents the simple correlation. In this study R value indicates a good degree of correlation with the value of 0.684.

Furthermore, R Square in the Model Summary indicates how much the dependent variable can be explained by the independent variables. Hence, in this research the Coefficient determination of R Square is 0.468. It indicates that, model which includes sexual harassment, gender inequality and Gender Stereotype contributed only 46.8 % of variance towards Job Satisfaction among female employee in Malaysia. Thus, 53.2 % which indicates elastic factors in job satisfaction among female employees in Malaysia are uncontrollable.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	64.359	3	21.453	**28.174**	.000
Residual	73.098	96	0.761		
Total	137.457	99			

Table 16: ANOVA Analysis

The ANOVA Analysis tests the null hypothesis that multiple R in the population equals 0. Furthermore, under Significant P- value should be less than 0.05 (Yilmaz, Altinkurt&Cocluck, 2011). So in these research, it reaches statistical significance where it is equals to 0 which means it lesser than 0.05.

According to Table 16, the F value is 28.174 which is significant value at the level of 0.000 which means is lower than 0.05. Hence, the overall regression model for sexual harassment, gender inequality and gender stereotype is working properly in explaining the difference in job satisfaction among female employees in Malaysia.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.564	0.512		1.102	0.273
Sexual Harassment	0.087	0.091	0.072	0.957	0.341
Gender Inequality	0.517	0.135	**0.475**	3.844	0.000
Gender Stereotype	0.242	0.119	0.251	2.038	0.044

Table 17: Coefficients

This coefficients analysis identifies the contribution of each independent variable to the prediction of the dependent variable. Standardized Coefficient presents values for each of the

independent variables that have been converted to the same scale in order to compare them. Therefore there was used beta value in order to identify the contribution of each independent

variable to the prediction of dependent variable. From the table above, 0.475 is the largest beta coefficient which is for Gender Inequality. This means, gender inequality has strongest contribution to explaining job satisfaction. If the gender inequality's beta increases by one unit, it will definitely affect to the contribution of job satisfaction by 0.475. The beta value for gender stereotype is quite lower by 0.251 which is indicated that, this independent variable made lesser contribution to the dependent variable. However, with the beta value 0.072, sexual harassment did not make any significant contribution to the dependent variable.

Furthermore, based on Pallant (2011), the Sig. value is very dependent on which variables are included in the equation; in addition to that, how much it can overlap among the independent variables. Thus, the independent variables in order to be in a unique contribution to the prediction of the dependent variable the Sig. value should be less than 0.05. Thus, from the Table 17, that are shown above, gender inequality and gender stereotype have made significant unique contribution to the prediction of the job satisfaction with the value of 0.000 and 0.044 respectively. However, sexual harassment with Sig. value of 0.341, which is more than 0.05 did not make significant unique contribution to the prediction of job satisfaction.
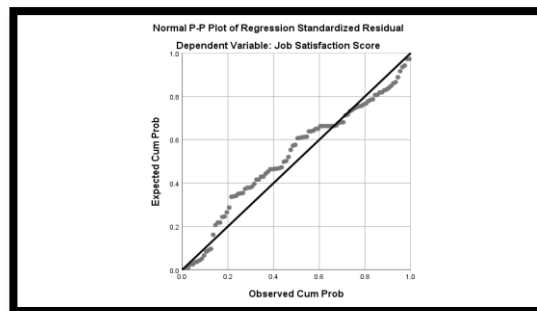

Figure 7: Normal P-P Plot of Regression Standardized Residual

The Figure Eight that are shown above, it states the Normal Probability Plot of Regression Standardized Residual for the dependent variable. Moreover, the values should be closer to the reference line or on the reference line (Sekaran, 2006). In this research, Normal Probability Plot lie in an s-shape line from bottom left to top right. As stated Pallant (2011), this plots is well distributed along the line.
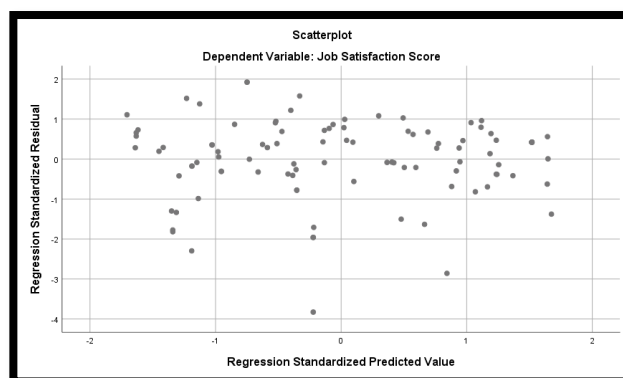

Figure 8: Scatterplot Regression Standardized Residual

Outliers are defined as the cases that have a standardized residual ranges from less than -3.3 or more than + 3.3 (Tabachnick&Fidell, 2007). So based on figure six that are shown above, it states the standardized residual roughly distributed and most of the scores are more focused in the center which ranges from -1 to + 1. Therefore, the quantile-quantile plot of zpresid and zpred indicates that in a linear regression analysis, there will be null tendency in the error terms.

4.5 Summary of Hypothesis Testing

Hypothesis	Regression Results	Decision
H1: Sexual Harassment act has no impact towards Job Satisfaction among female employees. Multiple Regression analysis shows that impact is insignificant.	p= 0.341 p> 0.05	Hypothesis Rejected
H2: Gender Inequality act has an impact towards Job Satisfaction among female employees. Multiple Regression analysis shows that impact is significant	p= 0.000 p< 0.05	Hypothesis Accepted
H3: Gender Stereotype act has an impact towards Job Satisfaction among female employees. Multiple Regression analysis shows that impact is significant.	p= 0.044 p< 0.05	Hypothesis Accepted

Table 18: Hypothesis Testing Results

Based on the Table 18 that are shown above, it states the whole summary result of the hypothesis testing on these current study with the help of Multiple Regression Testing. Furthermore, in order to accept the hypothesis of these research, the p value should be less than 0.05 and it is vice versa if the hypothesis is rejected (Pallant, 2011). So in these case study, the second hypothesis and the third hypothesis were accepted since the p value is lesser than 0.05. On the other hand, the first hypothesis is rejected because the p value is more than 0.05 which is 0.341. Therefore, it indicates that, gender inequality and gender stereotype have effect towards the job satisfaction among female employees in Malaysia. Moreover, gender inequality are identified as a variable that have the highest significant impact towards the job satisfaction. Besides that, sexual harassment didn't have significant impact towards the job satisfaction.

Even though it doesn't have a significant impact on job satisfaction but based on the Pearson Moment Correlation Coefficient Testing, it states that the sexual harassment variable has a negative relationship with the job satisfaction variable with the value of -0.037. Even though it has a negative relationship but still it is considered as a good result. It is because when the level of sexual harassment act increases, the level of job satisfaction decreases. So this means, if there is an existence of such act in an organisation, then it will contribute to low job satisfaction but anyhow it won't contribute to an increment in the level of job satisfaction. So these shows that, even though it does not have a significant impact but still it has a correlation. Therefore, the result is positive. Based on the model that are shown below, it states the summarized version multiple regression results.
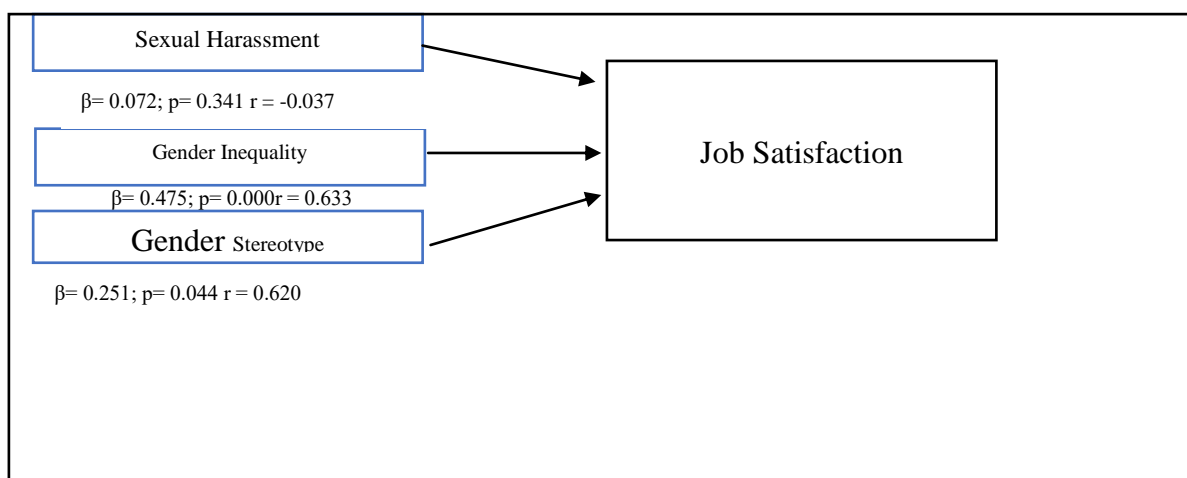

Figure 9: Multiple Regression and Pearson Moment Correlation Test Model

5.1 Discussion

As it is shown in Table 17, based on the Multiple Regression Testing, there are two independent variables (which is gender inequality and gender stereotype) that have been tested shows that it has an impact on the dependent variables, which is the job satisfaction. But on the other hand, when the sexual harassment have been tested, it shows that it doesn't have a significant impact on job satisfaction. Moreover, again just to test relationship between the independent variables and dependent variable; there were Pearson Moment Testing implemented. So that test, shows that gender inequality and gender stereotype have a positive relationship with the job satisfaction but sexual harassment happen to have a negative relationship with the job satisfaction. Even though it is a negative relationship, but it is still a relationship which indicates that if the level of sexual harassment act increase in an organisation, then the level of job satisfaction decreases. So it indirectly shows that, sexual harassment has an impact towards job satisfaction.

5.1.1 Impact of Sexual Harassment towards Job Satisfaction

Based on multiple regression testing, it indicates that there is no significant impact of sexual harassment towards the job satisfaction. It is because the test results shows that the power of significant level p > 0.05 and the p value is 0.341, which suggested that the hypothesis is rejected. In addition to that, there is no studies supports these hypothesis. But based on Pearson Moment Testing, it states that sexual harassment has a negative relationship with job satisfaction with value of r = -0.037 but still it is identified that there is a relationship where if such as takes place in an organisation then it will be the main reason for the level of job satisfaction to decrease. So these shows that sexual harassment has an impact towards job satisfaction among female employees. Therefore these results are consistent with few research that are done by Choi et al., (2016), Fonny et al., (2012) and Rebecca et al., (2014).

According to Choi et al., (2016) research, it states that sexual harassment has a significant negative relationship with job satisfaction in the organisation. In addition to that, there are two types of sexual harassment which are identified as both verbal and physical harassment will have a tremendous negative effect on the job satisfaction. And these research had stated that the initiator of such act are always the female employee's colleagues, supervisor or in some cases customers. Furthermore, based on Fonny et al., (2012) research, also stated that there is a negative correlation between sexual harassment and job satisfaction. In addition to that, in these research sexual harassment act are identified as the major contributor in the decrease in the level job satisfaction and increase in the level work stress. Therefore, an increase in the level of work stress can lead to increase in level of street- related sickness and increase in the level of female employee's turnover rate.

Lastly, according to the research that are done by Rebecca et al., (2014), it states that there is an impact of sexual harassment towards job satisfaction. In addition to that, such greater negative impact from sexual harassment, it can lead to increase in turnover rate, increase in absenteeism and decrease the level of job satisfaction. In addition to that, in some environment the very existence of sexual harassment is cause of higher power distance between employer and employee. Therefore the people with higher authority will take advantage of employees, even if the employee filed a complaint against them they can use the authority to manipulate the case.

5.1.2 Impact of Gender Inequality towards Job Satisfaction

Based on multiple regression testing, it indicates that there is a significant impact of gender inequality towards the job satisfaction. It is because the test results shows that the power of significant level p < 0.05 and the p value is 0.000, which suggests that the hypothesis is accepted. In addition to that, there are few studies that can endorsed these hypothesis. Furthermore, the Pearson moment testing were implemented in these research and it indicates that there is a strong positive relationship between gender inequality and job satisfaction with the value r = 0.633. So these result is consistent with few previous that are done by John et al, (2005) and Nazia et al., (2017).

Based on the research done by John et al., (2005), it states that there is an impact of gender inequality (are also identified as gender difference

and gender gap) towards job satisfaction. In addition to that, in these research, the main contribution for the job satisfaction level to decrease is that there is a wage gap and lacking promotion opportunities in between female employees and their male counterparts. Therefore, the female employees whom earns less or not given a fair chance for promotion than male employee will have less job satisfaction.

According to Nazia et al., (2017) research shows that, there is a significant effect of gender inequality towards the job satisfaction. In addition to that, it also states that if a female employee unfairly treated because of their gender, and this will lead to decrease in the level of job satisfaction. Furthermore, gender inequality it does not only effects job satisfaction but also job motivation of female employees. And this does not end here, because the decrease in level of job satisfaction will also continuously effect the productivity of female employee in which lead to loss for organisation.

5.1.3 Impact of Gender Stereotype towards Job Satisfaction

Based on multiple regression testing, it indicates that there is a significant impact of gender stereotype towards the job satisfaction. It is because the test results shows that the power of significant level $p < 0.05$ and the p value is 0.044, which suggests that the hypothesis is accepted. In addition to that, there are few studies that can endorsed these hypothesis. Furthermore, the Pearson moment testing were implemented in these research and it indicates that there is a strong positive relationship between gender stereotype and job satisfaction with the value $r = 0.620$. So these result is consistent with one single research that are done by Anouk (2011).

So based on the research done by Anouk (2011), it states that there is a negative impact of gender stereotype towards the job satisfaction. So the negative impact of gender stereotype can lower the level of job satisfaction. Furthermore, these shows that, when a female employee is negatively stereotyped by their colleagues or their employer and it will lead to the female employees having a negative feeling towards their working colleagues and the organisation itself; in which will affect their job satisfaction in a unprofessional manner. So based on all of these previous cases and its

analysis, it shows that sexual harassment, gender inequality and gender stereotype does have an negative impact on the job satisfaction which can interrupt every female employees both personal and professional life like having stress related disseise, deciding to have a voluntary resignation, and decrease in the level of motivation.

6.1 Conclusion

The main purpose of these research to have an in-depth understanding of the three types of independent and a single dependent variables of these research that are identified as sexual harassment, gender inequality, gender stereotype and job satisfaction respectively; and on the other hand, to determine whether there is an impact of all those independent variables towards the job satisfaction among female employees in Malaysia. In Chapter One, it had provided a discussion about a brief background of these research and problem statement of each variables. In addition to that, it also provides with specific research objective questions in order to complete the purpose of these research successfully. Furthermore, in these chapter, there are also about the significant of these research which had discussed about the benefits for each perspective such as theoretical, managerial and academic.

In order to have an in-depth understanding on such purpose, there were numerous studies have been conducted in chapter two. In these chapter, it had discussed about the depth of each variables and the impact of each independent variable towards the dependent variable with the help of previous research. Furthermore, despite looking into the depth and the impact of all those variables, in chapter three, it had provided the information regarding on the methods that are implemented in order to distribute, collect and analyse the data of these research. The data collecting method for these is quantitative method which are identified as online questionnaires and the type of the research that are implemented is explanatory study. Lastly, based on the data analysis techniques that will be implemented is Descriptive Analysis, Normality Distribution Analysis, Reliability Analysis, Multiple Regression Analysis and Pearson Moment Correlation Analysis.

Furthermore, in chapter four, all types of data analysis will be presented in order to prove the hypothesis statement. Furthermore, these chapter will start with an analysis on each respondent characteristics in which had presented with the tables that contains the weightage of each characteristics. In addition that, there will skewness and kurtosis analysis for each variables to test on their normality distribution level. And on next section, it is about the descriptive analysis on each questionnaire's statement in which had produced tables that presents the highest weightage and the lowest weightage; and on the other hand, all had produced mean charts. Moreover, Cronbach alpha analysis taken place in these research to test on the reliability level for each variables. And last but not the least, these research had also implemented the Multiple Regression and Pearson Moment Correlation analysis to prove the hypothesis statement and to find an accurate answer for the research objective and its questions. So the both of the test, had proven that there is an impact of sexual harassment, gender inequality and gender stereotype towards job satisfaction among female employees in Malaysia. And it also shows that the test results had answered the research objective and its questions. So to support these test results, in chapter five, there few previous cases that can be related to test result were discussed about.

6.2 Limitation

Throughout the process of completing these research, there were few limitation or drawbacks that have lead these research to face severe problems like lacking in time and information.

The first limitation was constraint in collecting the data from the respondents. This situation took place because of the high sensitivity level of the statement in the questionnaire that discusses sexual harassment, gender inequality and gender stereotypes act; in which lead to the respondents to be very reluctant to participate. In addition to that, there ample amount questions in the questionnaire had also lead the respondent not to participate because it interrupts their busy schedule. Furthermore, those are the reasons why there were only 100 respondents at the end, even though the questionnaires were sent to 385 respondents at the earlier stage.

Moreover, second limitation were time constraint. As it were stated above, the respondents were reluctant to answer the questionnaire because of their busy schedule and the level sensitivity, it had led to time wastage because of the waiting period for collecting data from 100 respondents. And in the later phase, these had caused time limitation for completion process of chapter 4, 5 and 6.

Furthermore, the third limitation were the resource constraint from secondary data collection channel which are the government website that are called as Department of Statistics of Malaysia. It was regarding restriction on gaining information about the amount of female employees that working in education sector or about the percentage of how many female employee are holding what kind of position in the education sector. And because of such constraint, there were some difficulties to zero in the exact population and information of the female employees whom are working in the education sector. Last but not the least, there were also resource constraint from secondary data collection methods like journal, thesis or dissertation regarding on gaining information about previous cases on the impact of gender stereotype towards job satisfaction. The findings were only amount of 0 to 1 probability.

The last limitation is that the target area for these research were only on the education sector in Malaysia. These shows that, other sectors or industry like media, telecommunication, manufacturing, and medical were included in these research. Thus, the results of these research couldn't be generalised to other sectors or industry.

This type of limitation are encountered only by the researcher during the given time period for the research and such limitation are not applicable for other researcher or research.

6.3 Implication

These research had focused on three significant types of factors (also known as independent variables) that have a major contribution or influence over the decrease in the level of job satisfaction among female employees in Malaysia. Those three factors are identified as the sexual harassment, gender inequality and gender stereotype. And in addition to that, all these factors have been selected to be argued to have an impact towards the job satisfaction.

6.3.1 Benefits to the management

The in-depth research on sexual harassment, gender inequality and gender stereotypes can provide a proper understanding or awareness element for the managers and employees, so that they can have strong grasp on the types harsh situations that have thrown towards female employee for ages which can lead them to have a low level of job satisfaction or in some cases it can also lead to high turnover rate among female employees. So to prevent from such situations to take place, every organisation need to create a mandatory rules and regulation that every employee need to follow, if not, they will be given a heavy punishment. From such rules and regulation, it can create a best environment for the female employees. It is because those male employees will have certain level limitation on what they should do and what they shouldn't do.

6.3.2 Benefits to the general public

Furthermore, through these research the public will gain knowledge and awareness on the severity of all those act that have taken place towards female employees in which can directly impact their level of job satisfaction. So with these awareness, the public will have a new found confident to report all those acts to the organisation or to the law enforcement. In addition to that, these kind awareness can also arouse the public solve such problem for getting bigger. And it will also create a secure and comfortable environment for women in not only organisation or in public but also in every home.

6.3.3 Benefits to the government

Furthermore, these research can also provide a helping hand for the government of Malaysia to have an in-depth understanding of all those pervasive act, so that they can they investigate and provide solution or policy like creating a new legislation for gender stereotyping or improving the legislation for sexual harassment act, so it will prevent from all those problem that always surrounds women to take place. In addition to that, it will also increase the level of job satisfaction in which will lead to increase in the level of job performance and productivity.

6.4 Recommendation

Based on the current research, there are few recommendation that could provide future researchers a helping hand in doing the similar of research.

The first recommendation is that to focus these research in a broader population which includes more than one target sectors like manufacturing sector, media sector, medical sector, and telecommunication sector.

So that, it can produce more generalised results. In addition to that, in these research, because unavoidable limitation like time constraint and the sensitivity level of the questionnaire, the sample size had shrunk from 385 to 100 respondents. And by having resources from all those 100 respondents, it doesn't mean that these respondents represents that whole population of female employees in Malaysia. So in the future, it is recommended to include more than 300 respondents and reduce the sensitivity level and the amount of the questions with proper time planning.

For these type research, in the future, the most recommended method to gain a perfect result are identified as the explanatory sequential mix method. This mix method is a combination of dual method which is both qualitative and quantitative method. With such method in the game, the researcher can gain more in-depth information.

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