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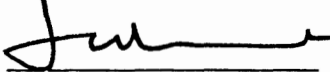
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ABSTRAK

Kajian ini melihat persepsi wanita bekerja terhadap peluang kenaikan pangkat dan mengenalpasti faktor-faktor yang mempunyai hubungan dengan peluang kenaikan pangkat wanita ke peringkat yang lebih tinggi. Faktor-faktor seperti polisi sumber manusia di sesebuah organisasi, hal-hal berkaitan kekeluargaan (work-family issues) and sokongan karier daripada ketua (career encouragement) dianalisis untuk melihat hubungannya dengan peluang kenaikan pangkat wanita. Ciri-ciri demografi juga dilihat seperti umur, tempoh perkahwinan, latar belakang pendidikan, jumlah anak, umur anak, tempoh pekerjaan dan maklumat kenaikan pangkat dan kategori pekerjaan. Seramai 300 pensyarah dan pentadbir wanita yang telah berkahwin telah dipilih melalui persampelan bertujuan (purposive sampling) untuk terlibat di dalam kajian ini dan daripada jumlah tersebut 158 responden dengan kadar respon 53 peratus telah terlibat di dalam kajian tersebut. Statistik deskriptif dan statistik inferensi; korelasi Pearson, Ujian Anova dan Ujian-t telah digunakan untuk menganalisis data. Hasil analisis menunjukkan bahawa terdapat hubungan antara polisi sumber manusia di organisasi, hal-hal berkaitan kekeluargaan dan sokongan karier daripada ketua terhadap kenaikan pangkat wanita. Tiada terdapat perbezaan persepsi antara umur, jumlah anak, umur anak, tahap pendidikan dan jumlah tahun berkahwin dengan kenaikan pangkat. Ini bermakna wanita yang berbeza daripada aspek umur, jumlah anak, umur anak, tahap pendidikan dan jangkamasa perkahwinan mempunyai persepsi yang sama terhadap kenaikan pangkat wanita. Walau bagaimanapun, terdapat perbezaan di antara tempoh bekerja di organisasi terhadap persepsi kenaikan pangkat wanita. Begitu juga, pensyarah wanita dan pentadbir wanita mempunyai persepsi yang berbeza terhadap kenaikan pangkat. Kajian ini dapat memberi kefahaman mengenai jumlah wanita yang tidak ramai di peringkat atasan di sesebuah organisasi dan faktor-faktor yang mempengaruhi perkara tersebut. Ianya amat berguna kepada organisasi dalam mengenalpasti masalah wanita dan merancang program dengan mengambilkira keperluan mereka. Ini kerana jumlah wanita akan bertambah dari masa ke semasa dan tidak dapat dinafikan bahawa wanita telah menjadi faktor utama yang bertindak sebagai penggerak kepada kemajuan ekonomi negara.

ABSTRACT

This study examines the perception of working women towards their career advancement and identifies factors that contribute to the limitation of women in the higher level of management. Factors such as human resource policies, work-family issues and career encouragement from superior has been analysis to see the relationship towards women's career advancement. Demography factors also have been study such as the age, length of marriage, number of children, age of children, level of education, number of year service, promotion information and work category. 300 respondents have been identified among women lecturers and administrator to involve in this study and 158 questionnaires has been returned which constituted of 54 percent. Descriptive analysis and inferential analysis have been used to analysis the data and several testing has been used such as Pearson Correlation, ANOVA test and t-test. The result of the analysis has showed that there are relationships between human resource policies, work family issues and career encouragement from superior towards career advancement. There are no differences between demographic factors such as age, length of marriage, number of children, age of children and level of education. However, there are differences on the respondent's view towards career advancement based on the length of services and the job category. Women lecturers and administrators have difference views toward career advancement. This study leads to more understanding of the limitation of women at the high level of management and factors that contribute to it. This study is very important for an organization to understand women and taken into consideration certain issues in making any policies. This is because women will become the important asset to the organization and directly contributed to the improvement of the economy of the country.

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CHAPTER 1

INTRODUCTION

1.1 Background of the study

In this era of globalisation, women's role has become one of the major factors that affect the world's economic growth. Changing economy, education and social trends have undoubtedly improved the role of women in employment and management over the past decade. In the past, it is hard to find women working in the organization, holding important position and if there is any, most of them are at lower level management.

Malaysia, in its rapid expansion of the economy led to a decline in the unemployment rate to 2.8 percent in 1995. Malaysia's impressive economic growth have been accompanied by the greater participation of women in the formal workforce and in a range of other activities. In its plan to achieve the status of an industrialized nation by year 2020, Malaysia must have adequate supply of professionals and skilled manpower. If women are not involving themselves in employment and only regulated to do only housework, Malaysia will be shortage of manpower. Our Prime Minister, Datuk Seri Dr. Mahathir Mohamad encouraged women to enter the workforce and seized all the potential employment opportunities (New Straits Times, 1996). According to the Eight Malaysian Plan (2001-2005), female labour force participation was expected to

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