

**SEXUAL HARASSMENT AT WORK:  
EXPERIENCES FROM A MULTINATIONAL COMPANY**

**NUR FARIZA BINTI MUSTAFFA**

**MASTER OF HUMAN RESOURCE MANAGEMENT  
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**SEXUAL HARASSMENT AT WORK:  
EXPERIENCES FROM A MULTINATIONAL COMPANY**

**(A theses submitted to College of Business in partial fulfillment of the requirements  
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## **ABSTRACT**

A study was conducted to gain a view on the issue of sexual harassment in a multinational company located in Kulim Hi – Tech Park, Kedah. The objective of the study is to investigate the relationship between organizational climate and sexual harassment and also to investigate the relationship between job gender and sexual harassment. A quantitative study using survey methodology was employed whereby modified questionnaires designed by the DEOC Task Force on Discrimination and Sexual Harassment, USA was randomly distributed to an engineering department in the multinational company which consists of approximately 70 employees. The overall results show that organizational climate is positively related to sexual harassment while job gender is negatively related to sexual harassment. Various suggestions were also made to improve the working environment of the Malaysian corporate world.

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## CHAPTER 1

### 1.0 INTRODUCTION

Sexual harassment is not a new phenomenon happening at workplace but due to the subjective nature of this issue, most people take it for granted or regard it as small matter and could be ignored. Although sexual harassment seemed to be some sort of taboo, there has been no standard definition of sexual harassment per se. In general, it is accepted throughout the world that sexual harassment is unwanted and unwelcome sexual conduct that could jeopardize one's working environment.

Sexual harassment cases and incidences increased significantly in the past decades. Wilson (1995) reported that studies conducted in UK showed that between 16 percent and 75 percent of women at work and 95 percent of female students report experiences of sexual harassment. A more recent research done by Timmerman & Bajema (1998) in states of European Union estimated that approximately *30% to 50% of female* employees and about *10% of male* employees have experienced some form of sexual harassment or unwanted sexual behaviour at workplace.

Developing countries like Malaysia also face this problem of sexual harassment where the settings for this misconduct to happen include higher learning institutions, public sectors as well as corporate sectors. A study by Zaiton (1990) in Pulau Pinang had reported that 80% of female factory workers had experienced sexual harassment from

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