



UNIVERSITI PUTRA MALAYSIA

**PERCEPTIONS ON MEN'S LIKELIHOOD TO ENGAGE IN SEXUAL
HARASSMENT**

KAMALASARAVANAN KANNY

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HARASSMENT**



**DOCTOR OF PHILOSOPHY
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Abstract of thesis submitted to the Senate of Universiti Putra Malaysia in fulfilment of requirement for the degree of Doctor of Philosophy

PERCEPTIONS ON MEN'S LIKELIHOOD TO ENGAGE IN SEXUAL HARASSMENT

By

KAMALASARAVANAN KANNY

August 2011

Chairman : Associate Professor Asnarulkhadi Abu Samah, PhD

Faculty : Human Ecology

Sexual harassment has always been a phenomenon that has been looked at many different dimensions by people all around the world. Due to this ambiguity, there have always been different perceptions of this subject. The aim of this study is to examine the factors associated with men's likelihood to sexually harass. The study also would like to examine the relationship between familial factors, sex role perception, socio environment, organisation environment, men's knowledge of sexual harassment with men's likelihood to sexually harass. The study was carried out in 3 research universities in Klang Valley; namely Universiti Malaya, Universiti Kebangsaan Malaysia and Universiti Putra Malaysia. It involved 900 respondents in total, with a sample size of 300 respondents from 6 departments of each university. The researcher had used a two-tier sampling technique whereby, the first tier involves simple random sampling technique of identifying the 6 departments in each

university. Later, a convenience sampling technique was used whereby, the researcher had approached the Head of Department of each department to select the 50 respondents of each of the 6 departments. Data was collected using a structured questionnaire distributed to men of all level of hierarchy in each university. The data was analysed using percentage, frequency, mean, standard deviation and bivariate analysis. Later, a regression analysis was carried out to determine the predictors that most strongly influence men's likelihood to sexually harass. The results of the study show that besides familial factors which show there is insignificant relationship to men's likelihood to sexually harass; other variables in this study : sex role perception, socio environment, organisation environment, men's knowledge of sexual harassment all have significant relationship with men's likelihood to sexually harass. The findings of this study also reveals that socio environment is the strongest predictor in influencing men's likelihood to sexually harass followed by men's knowledge of sexual harassment, sex role perception and lastly organisation environment. This study gives a new perspective in the research of sexual harassment and the findings reveals that consideration should be given to socio cultural models and gender ideology model in the design of interventions aimed at curbing this problem to further increase both at workplace and also in the community at large.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia
sebagai memenuhi keperluan untuk ijazah Doktor Falsafah

**PERSEPSI MENGENAI KECEDERUNGAN LELAKI MELAKUKAN GANGGUAN
SEKSUAL**

Oleh

KAMALASARAVANAN KANNY

Ogos 2011

Pengerusi : Profesor Madya Asnarulkhadi Abu Samah, PhD

Fakulti : Ekologi Manusia

Gangguan seksual merupakan suatu fenomena yang sering diteliti dari pelbagai dimensi oleh masyarakat dari seluruh dunia. Oleh kerana wujudnya ketidakseragamaan dalam pentafsiran isu ini, maka wujudnya pelbagai persepsi dalam gangguan seksual. Kajian ini bertujuan untuk meneliti faktor-faktor yang menyumbang kepada kecenderung lelaki untuk mengganggu secara seksual. Kajian ini juga meneliti perkaitan antara faktor kekeluargaan, persepsi peranan jantina, persekitaran sosial, persekitaran organisasi, pengetahuan lelaki terhadap gangguan seksual; terhadap kecenderungan lelaki untuk mengganggu secara seksual. Kajian ini di jalankan di 3 universiti kajian di Lembah Kelang iaitu Universiti Malaya, Universiti Kebangsaan Malaysia dan Universiti Putra Malaysia. Ia merangkumi 900 responden di mana setiap universiti melibatkan 300 responden. Pengkaji telah menggunakan kaedah ‘two-tier sampling’ di mana dalam peringkat pertama, pengkaji menggunakan kaedah persampelan

rawak mudah dalam mengenalpasti 6 jabatan di setiap university. Selepas itu, kaedah persampelan ‘convenience’ digunakan di mana pengkaji telah mendapat pihak Ketua Jabatan untuk mendapatkan senarai 50 responden untuk setiap dari 6 jabatan tersebut. Data dikutip menggunakan soalselidik berstruktur yang diagihkan kepada golongan lelaki dari semua lapisan hierarki di tempat kerja universiti kajian. Data yang dikumpul dianalisa menggunakan peratus, frekuensi, min, *standard deviation* dan analisa bivariat. Selepas itu, analisa regresi dilakukan untuk melihat ‘predictor’ yang paling mempengaruhi kecenderungan lelaki untuk mengganggu secara seksual. Hasil kajian menunjukkan bahawa selain faktor kekeluargaan yang menunjukkan hubungan insignifikan terhadap kecenderungan lelaki untuk mengganggu secara seksual, angkubah lain dalam kajian ini : persepsi peranan jantina, persekitaran sosial, persekitaran organisasi, pengetahuan lelaki terhadap gangguan seksual semua mempunyai hubungan yang signifikan terhadap kecenderungan lelaki untuk mengganggu secara seksual. Hasil kajian juga menunjukkan bahawa persekitaran sosial merupakan predictor yang paling mempengaruhi kecenderungan lelaki untuk mengganggu secara seksual di ikuti dengan pengetahuan lelaki terhadap gangguan seksual, persepsi peranan jantina dan akhir sekali persekitaran organisasi. Kajian ini juga memberi perspektif baru dalam kajian gangguan seksual dan hasil kajian menunjukkan wajarnya ada pertimbangan dalam mengkaji model sosio budaya dan model ideologi gender dalam menwujudkan kaedah intervensi dalam menangani masalah ini dari terus berleluasa biar di tempat kerja mahukan di kalangan masyarakat secara umum.

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Ahli Jawatankuasa Peperiksaan Tesis adalah seperti berikut:

Mansor Abu Talib, PhD

(Profesor Madya)

Faculti Ekologi

Universiti Putra Malaysia

(Pengerusi)

Nobaya Ahmad, PhD

(Profesor Madya)

Faculti Ekologi

Universiti Putra Malaysia

(Pemeriksa Dalam)

Siti Nor Yaacob, PhD

Faculti Ekologi

Universiti Putra Malaysia

(Pemeriksa Dalam)

Mindy Blaise, PhD

(Profesor Madya)

Fakulti Pendidikan

Monash University

Australia

SEOW HENG FONG, PhD

Profesor dan Timbalan Dekan

Sekolah Pengajian Siswazah

Universiti Putra Malaysia

Tarikh:

I certify that an Examination Committee has met on **24th August 2011** to conduct the final examination on Kamalasaravanan Kanny in his Doctoral thesis entitled "Perceptions on Men's Likelihood to Engage in Sexual Harassment" in accordance with the Universities and University Colleges Act 1971 and the Constitution of the Universiti Putra Malaysia [P.U.(A) 106] 15 March 1998. The Committee recommends that the candidate be awarded the doc degree. Members of the Examination Committee were as follows:

Mansor Abu Talib, PhD

(Associate Professor)

Faculty of Ecology

Universiti Putra Malaysia

(Chairman)

Nobaya Ahmad, PhD

(Associate Professor)

Faculty of Ecology

Universiti Putra Malaysia

(Internal Examiner)

Siti Nor Yaacob, PhD

Faculty of Ecology

Universiti Putra Malaysia

(Internal Examiner)

Mindy Blaise, PhD

(Associate Professor)

Faculty of Educational Studies

Monash University

Australia

(External Examiner)

SEOW HENG FONG, PhD

Professor and Deputy Dean

School of Graduate Studies

Universiti Putra Malaysia

Date:

This thesis was submitted to the Senate of Universiti Putra Malaysia has been accepted as fulfilment of the requirements for the degree of Doctoral of Philosophy. The members of the Supervisory Committee were as follows:

Asnarulkhadi Abu Samah, PhD

Associate Professor

Faculty of Human Ecology

Universiti Putra Malaysia

(Chairman)

Jariah Masud, PhD

Professor

Institute of Gerontology

Universiti Putra Malaysia

(Member)

Jamilah Othman, PhD

Senior Lecturer

Faculty of Education of Educational Studies

Universiti Putra Malaysia

(Member)

BUJANG BIN KIM HUAT, PhD

Professor and Dean

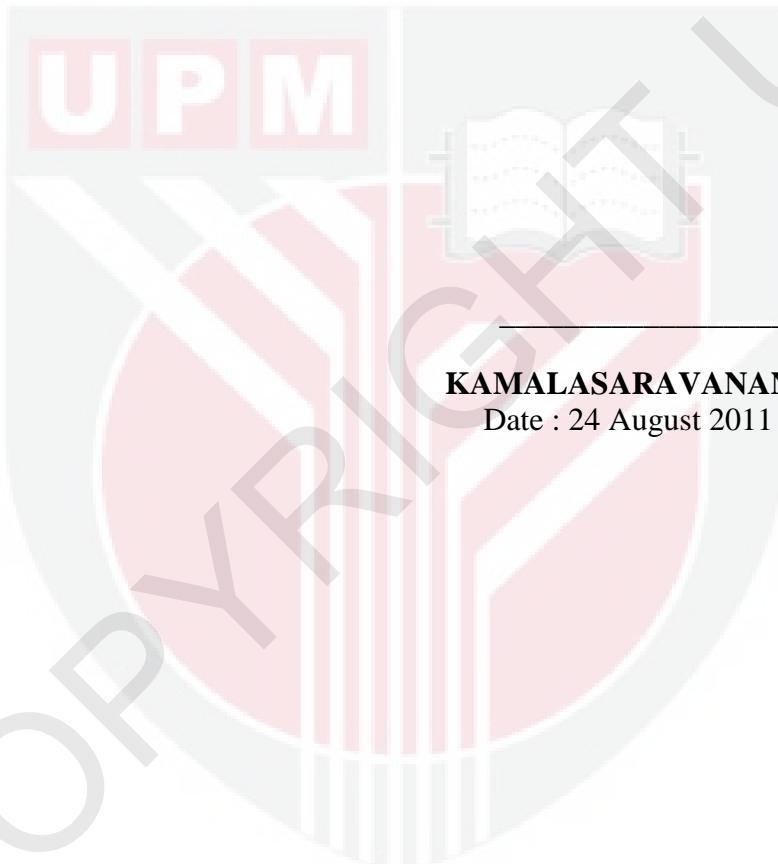
School of Graduate Studies

Universiti Putra Malaysia

Date:

DECLARATION

I declare that the thesis is my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or at any other institutions.



KAMALASARAVANAN KANNY

Date : 24 August 2011

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