



اَوْبُوْ سَيْيْتِيْ تَيْكُوْلُوْ كِيْ مَارَا  
UNIVERSITI  
TEKNOLOGI  
MARA

**FACTORS CONTRIBUTING TO GLASS CEILING IN PRIVATE  
ORGANIZATIONS IN MENARA MSC CYBERPORT**

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WITH HONOURS (HUMAN RESOURCES MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
KAMPUS BANDARAYA MELAKA**

**JULY 2018**

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**Submitted in Partial Fulfilment of the Requirement for the  
Bachelor of Business Administration with Honours (Human Resource  
Management)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA**

**KAMPUS BANDARAYA MELAKA**

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## **LETTER OF SUBMISSION**

July 2018

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

Universiti Teknologi Mara (UiTM)

Kampus Bandaraya Melaka

Jalan Hang Tuah

75300 Melaka

Dear Sir/Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper title “Factors Contributing to Glass Ceiling in Private Organizations in Menara MSC Cyberport” to fulfill the requirement as need by Faculty of Business Management, Universiti Teknologi Mara (UiTM)

Thank you,

Sincerely,

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(Nurul Fatehah Binti Mohd Salim)

## **CHAPTER ONE**

### **RESEARCH BACKGROUND**

#### **1.1 Introduction**

The intention of this research is to examine the elements that cause glass ceiling in the private organizations in Menara MSC Cyberport. The chapters that will be discussed are research background, problem statements, research objectives, research questions, hypothesis and significance of the research.

#### **1.2 Background of Study**

In the past, women treated to be responsible for only their house and be a full time housewife (Chek, Mohammad,Razak, et all, 2011). Additionally, working women had restricted alternatives in occupation. Government services, teachers and nurses are what majority of them work as. However, they have more dynamic part these days with the developing world. In Malaysia, men are no longer the main provider in a family as females are attacked into the workforce.

According to Department of Statistic Malaysia stated that the labor force participation in 2016 has increased 1% from 14.5 million in 2015 to 14.7 million. Moreover, female labor force participation rate (LFPR) 0.2% points from 54.1% in 2015 to 54.3% in 2016.

A study from Malaysia Economic Monitor Report for December 2016, Malaysia's economy benefits from scale stable growth of GDP grew at 4.3% in 3Q 2016 supported by strong domestic demand. A study from World Bank Group (2012b) revealed that Malaysia could encounter a 23% expansion in output per capita if defeat biasness in gender among the labour force. If women become part of the