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THE EFFECTS OF SEXUAL HARASSMENT ON EMPLOYEE'S
WORK PERFORMANCE

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ABSTRACT

Sexual harassment is a phenomenon that is universally faced by workers all over the world regardless of what type of organizations the employees are in. The objective of this research is to identify the effects of sexual harassment on employees work performance. To achieve this objective, every employee should be able to know the consequences of a sexual harassment on working performance. Based on the correlation analysis of all independent, health problems, financial challenges and global consequences are positively related to employee's work performance. Based on regression analysis, health problems, financial challenges and global consequences are significant to employee's work performance. Although all the independent variables are significant to work performance, the most impactful or influencing is health problems. Therefore, it can be concluded that the hypothesis are all accepted in this study. This research had achieved the objectives to determine the relationship between effects of sexual harassment on employees' work performance. Since the findings indicate that health problems are the most significant effects of sexual harassment on work performance, therefore organization should monitor the health conditions of their employees as to make sure every employees are on their best health conditions.

CHAPTER 1 INTRODUCTION

1.0 Introduction

This research paper is meant to study about the effects of sexual harassment on employee's work performance which happened in various workplaces in Bintulu, Sarawak. In the first chapter, it will consist of the background of the study which is an overview of the study. Also in this chapter there will be problem statements which will address the problems or issues that is related to this research. It also serves as the reason why I need to research this study.

1.1. Background of the Study

Sexual harassment is a phenomenon that is universally faced by workers all over the world regardless of what type of organizations the employees are in. In view of the rising trend where woman existed in the workforce in Malaysia, where almost half of them were economically active by the year 2000, a considerable amount of attention from the management and policymakers on sexual harassment issues is vital. Where more women are entering the occupations traditionally regarded as male-oriented, such as engineering, medicine and management, therefore sexual harassment is revealed to be more prevalent because of the sex ratio is imbalanced. As such, workers are increasingly exposed to the likelihood of sexual harassment in their workplace. The frequency occurrences of such incidences has been found to a range of 35% to 53% by available studies locally (Ng, Zanariah, Maria, 2003; Marican, 1999; Muzaffar, 1999).

In an organization where the employees are facing several challenges, sexual harassment is one of the bigger constraints because the effects cut across physical, emotional, psychological and economic dimensions (Yusuf, 2010). Although, the incidence of sexual harassment might happen to women or men but studies shown that women are more vulnerable and at risk of sexual harassment. The organization is a complex social system which uses the cumulative variables on both human and material resources. Achieving the short medium and strategic objectives of an organization solely relied on its human resources but the employees must be well motivated to carry out their tasks enthusiastically.