

**UNIVERSITI TEKNOLOGI MARA**

**WOMEN'S BARRIERS TOWARDS  
CAREER PROGRESSION IN THE  
ADMINISTRATIVE AND  
DIPLOMATIC SCHEME IN  
SARAWAK**

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requirements for the degree of  
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(EMAS)**

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I certify that a Panel of Examiners has met on 17 December 2018 to conduct the final examination of Emelia anak Gunggu on her Executive Master of Administrative Science thesis entitled “Women’s Barriers Towards Career Progression in Administrative and Diplomatic Scheme in Sarawak” in accordance with Universiti Teknologi MARA Act 1976 (Akta 173). The Panel of Examiners recommends that the student be awarded the relevant degree. The Panel of Examiners was as follows:

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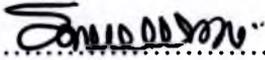
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## AUTHOR'S DECLARATION

I declare that the work in this dissertation was performed in accordance with the regulations of Universiti Technology MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This dissertation has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Technology MARA, regulating the conduct of my study and research.

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## ABSTRACT

In relations to the industrialised economics growth, the participation of women in employment had been increased for the past decades. The expansion of public sector had influence participation and empowerment of women as public grow. In 2016, Malaysian government achieved the target of 30 percent of women in public service, being appointed in top management group. However, there is a trend of slow and uneven advancement pace of women in top managerial posts, compare to men. Therefore, this study aim to determine either there is barrier encounter by Administrative and Diplomatic Scheme women in Sarawak in acquiring career progression. Furthermore, it also aim to investigate barriers faced by Administrative and Diplomatic Scheme women in Sarawak as they acquire career progression. For this study, data were obtained through online questionnaire involving 46 respondents from junior managerial group (M41-44) to top managerial group (M54 and above). This study is based on co-relational research design and non-purposive sampling was adopted. The respondents are working in various federal ministries, agencies and department located in Sarawak. A structured questionnaire was used to gather data. Meantime, Statistical Package for the Social Sciences (SPSS) was used to analysed data – descriptively and statistically. In this study, there are three independent variables identified which is individual, societal and organizational related barriers. Whereas, the dependent variable for this study is career progression. Through the descriptive analysis, it shows that Administrative and Diplomatic Scheme women in Sarawak perceived there is barrier that influence their career progression. Resulted that women career progression in Sarawak, Administrative and Diplomatic Scheme was contributed by individual related matters, as it shows the highest means in the descriptive analysis compare to other two barriers (i.e. organisational and societal). Furthermore, from Pearson's Correlation Analysis, the relationship between the sub-dimensions of each individual variables with career progression is determined. From the analysis, it is identified that there is only significant relationship between self-esteem and women's career progression, which in support to self-centred theory. Women Administrative and Diplomatic in Sarawak is influence by self-preference and willingness in order to progress in their career. However, both societal (consists of sub-dimensions religion and society) and organisational related barriers (comprises of sub-dimensions superior, organisation and superior) showing insignificant correlation with women's career progression. Similarly, there is insignificant relationship between family's supports (another sub-dimension under the individual related barriers) with women's career progression. Limited sample size is believed to contribute to the insignificant relationships. The findings of this study was the first study using quantitative method to determine either Administrative and Diplomatic Scheme women in Sarawak perceived there is barrier that dampen their career progression.

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