

UNIVERSITI TEKNOLOGI MARA

**GENDER DISCRIMINATION IN WORKPLACE IN
SELECTED AREA IN KOTA KINABALU REGION**

NORSHAHERA BINTI MOHD FAIZAL

**BACHELOR OF BUSINESS ADMINISTRATION
BUSINESS ECONOMICS (HONS)**

**FACULTY OF BUSINESS MANAGEMENT
(BM250)**

2019

AUTHOR'S DECLARATION

I declare that the work in this gender discrimination in workplace in Kota Kinabalu was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This thesis 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 Teknologi MARA, regulating the conduct of my study and research.

Name of Student : NORSHAHERA BINTI MOHD FAIZAL

Student I.D. No. : 2016240314

Programme : BACHELOR OF BUSINESS ADMINISTRATION,
BUSINESS ECONOMICS (HONS)

Faculty : BUSINESS MANAGEMENT (BM250)

Thesis Topic : **GENDER DISCRIMINATION IN WORKPLACE
IN SELECTED AREA IN KOTA KINABALU
REGION**

Signature of Student :

Date : JUNE, 2019

ABSTRACT

The purpose of this study is to explore the issue of gender discrimination in workforce and its impact on the satisfaction and motivation, commitment and enthusiasm and stress level of employees. Questionnaire was given to males and females of none management, lower, middle and higher management category employees of public and private sector. Gender discrimination in workforce was measured through independent variables which was divided into three and they are job satisfaction and motivation, commitment and enthusiasm and stress level. Findings were found by going through the Descriptive statistic and Multiple regression and it is found that this study with the three independent variables were not corresponding to its dependent variable which was the gender discrimination. This is because of the conflict in collecting primary data because respondents can be lack in awareness and understanding on the topic and simply answer the question survey.

TABLE OF CONTENTS

	Page
TITLE PAGE	1
DECLARATION OF ORIGINAL WORK	2
ABSTRACT	3
ACKNOWLEDGEMENT	4
TABLE OF CONTENT	5-6
LIST OF FIGURES	7
LIST OF TABLES	8
LIST OF ABBREVIATIONS	9
CHAPTER ONE:	
INTRODUCTION	
1.1 Introduction	10
1.2 Background of study	10-12
1.3 Problem Statement	13
1.4 Research Objectives	14
1.5 Significance of research	15-17
1.6 Scope and Limitation	17
1.7 Summary	18
CHAPTER TWO:	
LITERATURE REVIEW	
2.1 Introduction	18
2.2 Overview of Gender Discrimination	18-19
2.3 Literature Review	20-27
2.4 Summary	28

LIST OF TABLES

Table		Pages
Table 4.1	Distribution of respondents by Gender	40
Table 4.2	Distribution of respondents by Age	41
Table 4.3	Distribution of respondents by academic qualification	42
Table 4.4	Distribution of respondents by Monthly Income	43
Table 4.5	Distribution of respondent if they were treated equally within the workplace by your employer compared with male colleagues	44
Table 4.6	Distribution of respondent if they have been a victim of gender discrimination.	45
Table 4.7	Distribution of respondent if they have faced problems because of gender.	46
Table 4.8	Distribution of respondent if gender discrimination decreases job satisfaction and motivation	47
Table 4.9	Distribution of respondent if gender discrimination decreases commitment and enthusiasm	48
Table 4.10	Distribution of respondent if gender discrimination increases their stress level.	49
Table 4.4.1	Descriptive Statistic of GDd, GD1SM, GD2CE and GD3SL	50
Table 4.5.1	Multiple Regression of GDd, GD1SM, GD2CE and GD3SL	52