

BARRIERS FOR WOMEN IN CAREER ADVANCEMENT: THE PERCEPTION OF  
FEMALE EMPLOYEES IN ZECON BERHAD (ZB)

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AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
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## ABSTRACT

This study was about Barriers for Women in Career Advancement: The Perception of Female Employees in Zecon Berhad (ZB). There were two objectives for this study which the first objective was Perception of Employees toward Women Career Advancement in Zecon Berhad and the second objective was Major Barriers for Women Career Advancement in Zecon Berhad.

The method that been used by the researcher to conducted this study was descriptive method study. Furthermore, the respondents will be the non-executive female employees in Zecon Berhad. This study used a set of questionnaire to collected data as their primary instrument. The questionnaire consisted of three sections: for Section A, it focused on the respondents general information, for Section B, it focused on the perception of employees toward women career advancement and lastly for Section C it focused on major barriers for women career advancement.

Based on the results of findings, result found that most of the respondents perceived that family responsibilities were one of the major barriers for women to be a leader in an organization with the highest total mean which was ( $M=3.79$ ,  $SD=0.789$ ) for first objective, and for second objective, most respondents agreed that lack of equal career development opportunities for women with total mean of ( $M=3.64$ ,  $SD=1.104$ ) was the major barrier for women career advancement in Zecon Berhad.

As the conclusion, for future research, the researcher can expand the sample size of the respondents for both gender male and female. Plus, they can also use other types of instrument to gather their data for example they can use interviews or direct observation for their instrument.

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# **CHAPTER 1**

## **INTRODUCTION**

### **Background of the Study**

Public says women were similarly qualified, but barriers persist (Pew Research, 2015). Based on the study that they did on women and leadership, they discover that women are more indistinguishable from men on key leadership qualities such as intelligence and capability for innovation, with many saying they were tougher than men in terms of being concerned and organized leaders.

One of the most important factors why women was seldom assigned as the leader was because organizations were not quarrying deep enough to expose exactly why their organization was not encouraged women leaders successfully (Caprino, 2013). Work-life balance can be defined as “the capability of an individual, irrespective of age or gender, to combine works and home responsibilities successfully” (Wheatley, 2015).

According to Caprino (2013), there were few core reasons why women were not moved ahead to the leadership ranks which were consisted of the differences between men and women were not fully valued and understood, whole-self legitimacy was a must-have for numerous women, yet impossible, there were still in many corporate environments, family, life and work priorities clash fiercely, extreme work demands