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BACHELOR OF ADMINISTRATIVE SCIENCE (HONOURS)

**A STUDY ON DECISION MAKING OPPORTUNITY: INVESTIGATING THE
DECISION MAKING OPPORTUNITY BETWEEN GENDERS IN UITM KOTA**

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ACKNOWLEDGEMENT

First we praise and thank Almighty God for all the strength and ability that made this project research a reality.

We also wish to acknowledge our sincere gratitude to Dr. Hjh Zuraidah Zaaba, Bachelor in Administration Science (BAS) and our advisor Datuk Dr. Haji Abdul Kadir Rosline for their patience, guidance and encouragement until the completion of this project research.

Our biggest appreciations also to Madam Ani Juani, Miss Ibianflorinciliana and Miss Nurfaizah our panel in this research for their willingness to share some inputs, knowledge, advice suggestions and some criticizing for the improvement and ensure the quality of this study.

Special thanks also go to all respondents for taking time to complete our questionnaire that are crucial for finding and data analysis of this research. We would also like to take this opportunity to thank our family and friends who unselfishly contributed their ideas and time to help us to the completion of this project.

We hope this research can give us useful information about the important of participation of women in decision making in improving the performance and decision making of an organizations.

Thank you.

ABSTRACT

Women's empowerment and their full participation on the basis of balancing in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace. It is about the women's involvement in the decision making in UITM Sabah, it is to measure their level of participation whether it is high or low. In addition it is to know the decision making opportunity that has been given to women either they have the balance decision making opportunity with their male counterparts.

The purpose of this study is to study on decision making opportunity, investigating the decision making opportunity between genders in HEA and HEP at UITM Kota Kinabalu. Several characteristics were chosen to examine the employee's opinion on decision making opportunity. Beside that this study also focus in determine the most contributing factors taken into account by the employee's to the decision making opportunity in UITM Kota Kinabalu Sabah.

Data was collected from relevant primary and secondary data. Questionnaire survey and observations have been conducted in the data gathering stage. The data collected through the questionnaire survey were than analyzed by using the SPSS software

Overall this study will focus on the employee's opinion on the decision making opportunity in UITM Kota Kinabalu and the researcher will make a complete analysis from the finding.

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CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND OF STUDY

In the era of modernization, women employees that has ability in giving ideas and able involved in decision making are selected to become head of executive. Women nowadays are huge distinction between back in old years, they are more educated and have long term vision and mission towards its organization and even in university in Malaysia it was proof that female is more than male students. Furthermore within an organization where female have much more working opportunity and more women work in an organization has improve the women decision making opportunity over the years (Majlesi Kaveh, 2016). It is based on the hierarchy of work where there are many women work at low level management and middle level management compared to the male which in the high positions male is still dominant the hierarchy of work. In this research, the study will discover how deep and how many opportunity has been given to women in decision making in UITM Kota Kinabalu Sabah in the scope of administration in Hal Ehwal Akademik and Hal Ehwal Pelajar. In this research also, the views and opinion of male are necessary to measure the decision making opportunity between genders in UITM Sabah.

Every human being has the right to participate in decisions that define her or his life. This right is the foundation of the ideal of balance participation in decision making among women and men. This right argues that since women know their situation best they should participate impartially with men to have their perspective effectively incorporated at all levels of decision-making from the private to the public spheres of their lives from the local to the global. The balance of gender in public sector participation is a fundamental aspect of modern democratic governance.