

LAPORAN PENYELIDIKAN

**PERSEPSI TENTANG GANGGUAN SEKSUAL DAN
TAHAP GANGGUAN SEKSUAL DALAM KALANGAN
PEKERJA AWAM DI SABAH**

**SHARON KWAN SAM MEE
JOKI PERDANI SAWAI
BALAN RATHAKRISNAN
MD. SHUAIB CHE DIN**

UNIVERSITI MALAYSIA SABAH

GERAN PENYELIDIKAN SEEDMONEY

FEBRUARI 2010



UMS
UNIVERSITI MALAYSIA SABAH

Abstrak

Tujuan utama kajian ini adalah untuk mengkaji perbezaan dalam persepsi tentang gangguan seksual terhadap pekerja dan tahap gangguan seksual ke atas pekerja di tempat kerja mengikut jantina, umur dan status perkahwinan mereka. Kajian ini telah dijalankan di organisasi sektor awam di sekitar Kota Kinabalu, Sabah. Soal selidik *Utara Sexual Harassment Questionnaire* (USHQ; Sabitha Marican, 1999) telah digunakan untuk mengukur persepsi bagi pekerja tentang gangguan seksual. *Index of Sexual Harassment* (ISH; Decker, 1993) digunakan untuk mengukur tahap gangguan seksual di tempat kerja. Seramai 200 orang pekerja daripada beberapa sektor awam terlibat dalam kajian ini. Keputusan kajian menunjukkan terdapat perbezaan yang signifikan dalam persepsi tentang gangguan seksual manakala tidak terdapat perbezaan yang signifikan terhadap tahap gangguan seksual di tempat kerja mengikut jantina. Keputusan kajian juga menunjukkan tidak terdapat perbezaan persepsi gangguan seksual mengikut umur tetapi sebaliknya kepada tahap gangguan seksual mengikut umur. Keputusan kajian menunjukkan tidak terdapat perbezaan yang signifikan antara status perkahwinan dalam persepsi tentang gangguan seksual dan tahap gangguan seksual di tempat kerja. Keputusan kajian dan implikasi untuk kajian masa hadapan juga telah dibincangkan.

Abstract

The purpose of this research are to identify the diffrences in perception towards sexual harassment on employees and the level of harasment on the employees in the workplace based on the demographic variables of gender, age and marital status. This research was conducted at the organizations in the goverment sector in Kota Kinabalu, Sabah. The instrument Utara Sexual Harasmment Questionnaire (USHQ; Sabitha Marican, 1999) was used to measure the perception of employees toward sexual harassment. Index of Sexual Harassment (ISH; Decker, 1993) was used to measure level of sexual harasement in workplace. A total of 200 respondents from government sector were involved in this research. Result shows that there were significant differences in perception towards sexual harasement among gender but no significant differences in perception towards sexual harasement among age. The result also shows there were no significant differences in the perception toward sexual harassment on age but contrary on the level of sexual harasement on age. Result shows that there were significant differences level of sexual harasement among age. Although, result also showed that there were no differences between perception towards sexual harasement and level of sexual harasement on marital status. Results of the research and implications for future studies also discussed .