

The relationship between personality, work environment and demographics on the likelihood to be sexually harassed in Putrajaya, the federal administrative capital of Malaysia

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Sexual Harassment in the work place has been a keenly debated issue for the past three decades. Most researches with regards to sexual harassment have looked into the quantum of its occurrences in the work place with the instruments available. Surveys have been conducted in specific work places to identify the occurrence of sexual harassment and remedial actions are undertaken. This research carried out in Malaysia for the first time looks at the relationship between the independent variables of Personality, Work Environment and Demographics moderated by Awareness of Sexual Harassment towards the dependent variable The Likelihood to be Sexually Harassed in the Malaysian public sector work place. The findings of this research reveal that sexual harassment does occur, however, most of the relationships established between the dependent and independent variables are insignificant and cannot be supported which is adverse to the findings in the United States and Europe. The reason behind the outcome of this research is attributed to the *Budi* Complex, which is a very high influencing factor of the Malay Muslim population in the Public Sector work place. Therefore, this research has eliminated certain independent variables as causes for an individual to have a high likelihood to be sexually harassed in the Malaysian public sector work place and in due course opening up new areas to be researched to search for answers to the issue of sexual harassment in the work place in the Malaysian public sector work place.

Key words: Public sector, Work environment, Personality, Demographics, Likelihood to be sexually harassed

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