

# **Gender Disparity in Higher Education: Determinants of Reversed Gender Gap in Higher Education and Its Implications on Human Capital**

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In higher education institutions, there has been a reversed gender gap in which there are more women than males. This gender gap threatens the development of human capital which is necessary for economic growth and social harmony. With the automation of jobs, globalization and the covid-19 pandemic, higher education is essential for sustainable job security. Motivated by this concern, this quantitative study aims to identify the most significant predictors which influence male's investment in human capital through higher education. Supported by the Social Cognitive and Human Capital Theory, the present study proposes that the predictor's Peer Pressure, Hegemonic Masculinity, Academic Motivation, and Parenting which are conceptualized as Determinants of Reversed Gender Gap in Higher Education. these predictors are hypothesized to influences the investment in human capital among males. In addition, Academic Self-Efficacy which comprises Academic Buoyancy, Adaptability and Academic Performance is hypothesized to have a mediating relationship between the predictors and males Investment in Human Capital. The expected finding of this study is to expand the knowledge of social cognitive and human capital theory and how it may influence the Investment in Human Capital among Males which have not been examined in previous studies. In addition, it may also be used as a recommendation to encourage males to pursue higher education for the development which is in line with the country's human capital goals which has been highlighted in the Malaysian Eleventh Plan.

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