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CAREER ADVANCEMENT DISCRIMINATION TOWARDS TECHNOPRENEURIAL WOMEN IN MALAYSIA

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ABSTRACT

3 hypotheses are drawn based on previous academic studies and will be tested out in a survey questionnaire. The fundamental theory of this research will be based of the social role, stigma, career advancement theory. The purpose of this study is to explore the relationship between Discrimination and how it affects career advancement towards technopreneurial women in the Malaysian workplace. This discrimination is explored from the aspect of pay wage gap, motherhood penalty, gender roles and stigmatization. Research done by Khazanah Research Institute in recent years shows that half of Malaysian work force are women and therefore there is a need to understand the forms of discriminations is still happening among working women. This research's study using quantitative methods based on descriptive research, where convenience sampling is used for the study. Self-administered online questionnaires will be distributed to 400 individuals to find significant relationship between discrimination in career advancement among women and pay wage gap, motherhood penalty and gender roles and stigmatization. This research focuses on cross-sectional analysis that employs methodological approaches focused on descriptive research. The results revealed that pay wage gap, motherhood penalty and gender roles and stigmatizations all have a positive significant relationship with discrimination in career advancement against working women in Malaysia.

Keywords: Technopreneurial Women, Career Advancement Discrimination, Malaysia

Introduction

Unfortunately, gender discrimination is still rampant in workplace when it comes to pay gap (Tudor, 2017) and career progression (Xiao, 2019). Gender discriminations is also a major issue in both developed and developing economies (Mishchuk, Samoliuk and Mishchuk, 2020).Increasing Increasing discriminations – especially income, wealth, and gender inequality – are currently regarded as one of the world's most serious economic and social issues (Kokocinska and Puziak, 2018). Research done by Hodges (2017) shows that women have very negative view towards their ability to exercise leadership and these feelings still exist even when there's an

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increase in levels of education among women. According to Khazanah Institute of Research (KRI, 2018) the Malaysian working- age population for women and men are 9.5 million and 9.8 million but only 53.5% of women participated in the labour force compared to 77.7% of men that did.

There are also no laws preventing discrimination against women being employed in a man dominated sectors because "women" should only be working and advancing in sectors such as education (65.4%), health and social work (68.7%), and household work (92%) based on 2010 findings (Worldbank, 2019). In spite of the fact that women contribute greatly to the economics and blatant and deliberate discrimination no longer is socially or legally acceptable in the past decades, biased attitudes towards women still exist and have evolved in more hidden forms (Grant, 2019). To add on to the discrimination, a study done by (World Economic Forum, 2017) finds that mothers and those pregnant suffers from a lower paying job compared to their childless colleagues and even gets overlooked for a promotion or has less career progression.

Methodology

According to Bougies and Sekaran (2019), hypothesis testing makes access easier when hypotheses are accepted and backed by evidence. This analysis has one hypothesis with three sub-hypotheses, as mentioned below, and the hypotheses will be tested using SPSS tools. A research design is a broad plan that serves as a roadmap for carrying out the study. This is a quantitative research design with the aim of determining the relationship between the variables in this study. A correlation design, according to Bougie and Sekaran (2016), links the design that focuses on the two variables.

Hair, Money, Samouel et. al. (2007) cited that, the researcher should define a design which can provides appropriate information on the research questionnaires and hypothesis and allow the research to be completed properly.

Research design is important because using the appropriate design will help enhance the speed of data collection, reduces the inaccuracy of the analysis, and helps to maximize the efficiency and reliability of the results (Rahi, 2017). A quantitative research is to establish a 'representation' of what the respondents do or think; it is an effort to establish behavioral and mental 'facts' (Barnham, 2013) and in this study, the focus will be on establishing female employees' experience on job discrimination in Malaysian workplace. To evaluate the relationship of the independent variables to the dependent variables, these hypotheses are analysed using Multiple Regression, Regression ANOVA, Beta Coefficients, and Multicollinearity Regression. In addition, One-way ANOVA and Hierarchical Analysis are used to measure the moderator variable's effect on the independent variables and the dependent variable.

Findings – Pilot Test

Before proceeding with full data collection, a pilot test is needed to ensure that the items in the questionnaire are completely understood by the respondents. The material validity of the questionnaires will be tested using a validity and reliability test to ensure that the products are

appropriate for further study. Since the pilot test took about 10% - 20% of the sample size, which is 384 respondents, the total number of pilot test participants was 60 (Sekaran and Bougie, 2019).

Table 1: Demographic details of participants in pilot study

Variables		**Percentage (%)**
Sex	Female	100
Age	21-30	12
	31-40	71.2
	41-50	10.5
	>50	6.4
Job Position Level	Executive	21.3
	Mid-senior Executive	9.0
	Senior Executive	16.9
	Manager	41.6
	C-Suite	11.2
Marital Status	Single	30.7
	Married	63.3
	Divorced	6.0
	Widowed	0

During pilot testing, factor analysis testing is required to decide if the resulting items are significant and suitable for further analysis (Sekaran and Probe, 2019). To improve the validity, items will be removed when the factor loading is less than the necessary value (0.6). The results of the pilot test will be shown in the tables below.

Table 2: KMO and Bartlett's Test (Dependent Variable)

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.849
Bartlett's Test of Sphericity	Approx. Chi-Square	245.357
	Df	10
	Sig.	.000

In order for the further study, the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy value should be greater than 0.5 and the significant value of Bartlett's Test of Sphericity should be less than 0.05. (Tabachnick and Fidell, 2019). According to Table 2, the Kaiser-Meyer-Olkin Measure of Sampling Adequacy for the dependent variable in the pilot test is 0.849, which is greater than 0.5, and the relevant of Bartlett's Test of Sphericity is 0.000, which is less than 0.05, indicating that all dependent variables are accurate and suitable for future tests.

Table 3 Communalities (Dependent Variable)

Communalities		
	Initial	Extraction
Career Discrimination against women are common at workplace	1.000	.886
My company has more than 60% men in the management and decision-making positions as compared to women	1.000	.775
Career advancement development programs often exclude women at my workplace	1.000	.763
Being a woman affects my professional advancement in the workplace	1.000	.656
I've experience or seen women being passed off on promotions due to their gender	1.000	.728

According to Cooper and Schindler (2018), Factor Loading should have a value more than 0.6 but anything from 0.5 and 0.6 is still acceptable for pilot test. Relevant item to be removed if loading is less than 0.5. The extracted values of all items in Table 3 above are greater than 0.5, therefore, these items can be considered valid and suitable for future analysis.

Table 4 Total Variance Explained (Dependent Variable)

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.807	76.139	76.139	3.807	76.139	76.139
2	.427	8.530	84.669			
3	.356	7.120	91.789			
4	.306	6.118	97.907			
5	.105	2.093	100.000			

The value in the eigenvalues table is greater than 1.0, as shown in Table 4. This means that the dependent variable is accurate and suitable for further investigation.

Table 5 KMO and Bartlett's Test (Independent Variable)

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.822
Bartlett's Test of Sphericity	Approx. Chi-Square	808.141
	Df	66
	Sig.	.000

According to Table 5, the Kaiser-Meyer-Olkin Measure of Sampling Adequacy for the independent variable and the dimensions in the pilot test is 0.822, which is greater than 0.5, and the important of the Bartlett's Test of Sphericity is 0.000, which is less than 0.05.

Table 6: Communalities (Independent Variable)

Communalities		
	Initial	Extraction
Working mothers in my organization are often overlooked on a promotion	1.000	.768
My organization often side-lined working mothers in any career advancement reviews	1.000	.897
My supervisor provides negative reviews for working mothers due to commitment of working mothers to the family	1.000	.848
My organization does not encourage women to be working mothers	1.000	.766
I'm aware that there are salary gaps between men and women on the same level in my organization	1.000	.831
I have been unfairly denied a salary increase in my organization because I'm a woman	1.000	.888
Women are generally paid less than men in my company	1.000	.940
My organization seldom provide high increment to me because I'm a woman	1.000	.917
Jobs and tasks are assigned based on gender as specific jobs are deem not suitable for women	1.000	.893
Women viewed as less capable of handling key projects	1.000	.886
I am often stigmatized, critique and overlooked because of I'm a woman	1.000	.783
Men in my workplace are perceived to have better leadership or managerial knowledge and skills which leads them to being promoted more often than women	1.000	.650

All the results for the range of communalities for independent variable and dimensions are from 0.650 to 0.940 in Table 6 which values are greater than 0.6, all of the items in the questionnaire are suitable for further study because the overall construct validity of the scale is strong and the correlations are all meaningful.

Table 7 Total Variance Explained (Independent Variable)

Total Variance Explained						
	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.138	51.149	51.149	6.138	51.149	51.149
2	2.786	23.217	74.366	2.786	23.217	74.366
3	1.143	9.526	83.892	1.143	9.526	83.892
4	.537	4.473	88.365			
5	.493	4.110	92.475			
6	.233	1.943	94.418			
7	.202	1.682	96.100			
8	.149	1.238	97.338			
9	.110	.920	98.257			
10	.100	.831	99.089			

11	.062	.516	99.605			
12	.047	.395	100.000			

Tabachnick and Fidell (2019) state that eigenvalues are used to measure the variance in a correlation matrix, and that the value should be equal to or greater than 1 in order for further study. In Table 7, the eigenvalue is greater than one, and the total variance is 83.892 percent. It is considered important if the eigenvalue is greater than one and permissible if the total variance is greater than sixty percent (Tabachnick and Fidell, 2019). As a result, the items for each construct are suitable for moving forward with the final data collection since the extracted factors explain a given amount of variance in the above tables.

The reliability test is used to ensure that the items in the questionnaire are suitable for producing a meaningful result. According to Bougie and Sekaran (2019), Cronbach's alpha is a valid coefficient that is used to demonstrate the association of objects that are relevant to each other and to determine the internal accuracy reliability of the data in this study.

The reliability figures for Discrimination are seen in Tables 8 and 9, respectively. Cronbach's Alpha values range from 0.819 to 0.821, indicating strong reliability and meeting the rule of thumb.

Table 8 Reliability Statistics (Discrimination)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.920	**.921**	**5**

Table 9 Reliability Statistics (Discrimination by Item)

	Cronbach's Alpha of Item
Career discrimination against women is common	.881
My company has more than 60% men in the management and decision-making positions as compared to women	.900
Career advancement development programs often exclude women at my workplace	.902
Being a woman affects my professional advancement in the workplace	.917
I've experience or seen women being passed off on promotions due to their gender	.907

Tables 10 to 15 display the reliability figures for the independent variables pay wage gap, motherhood penalty, and Gender Roles and Stigmatization. Cronbach's Alpha for all independent variables and each of their element's ranges between 0.907 and 0.957, meeting the pilot test's rule of thumb of being greater than 0.6. This means that the data is solid, accurate, and internally consistent, and that the questionnaire is now ready for complete data collection.

Table 10 Reliability Statistics (Pay Wage Gap)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.957	**.958**	**4**

Table 11 Reliability Statistics (Pay Wage Gap by Item)

	Cronbach's Alpha of Item
I'm aware that there are salary gaps between men and women on the same level in my organization	.965
I have been unfairly denied a salary increase in my organization because I'm a woman	.941
Women are generally paid less than men in my company	.930
My organization seldom provide high increment to me because I'm a woman	.935

Table 12 Reliability Statistics (Motherhood Penalty)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.921	**.922**	**4**

Table 13 Reliability Statistics (Motherhood Penalty by Item)

	Cronbach's Alpha of Item
Working mothers in my organization are often overlooked on a promotion	.907
My organization often sidelined working mothers in any career advancement reviews	.869
My supervisor provides negative reviews for working mothers due to commitment of working mothers to the family	.892
My organization does not encourage women to be working mothers	.921

Table 14 Reliability Statistics (Gender Roles and Stigma)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.907	**.908**	**4**

Table 15 Reliability Statistics (Gender Roles and Stigma by Item)

	Cronbach's Alpha of Item
Jobs and tasks are assigned based on gender as specific jobs are deem not suitable for women	.854
Women viewed as less capable of handling key projects	.864
I am often stigmatized, critique and overlooked because of I'm a woman	.888

Men in my workplace are perceived to have better leadership or managerial knowledge and skills which leads them to being promoted more often than women	.912

Results and Discussion

A total of 65 respondents were chosen for data processing in this pilot test in order to assess the accuracy and implication of the data. Based on the results of the Factor Analysis and Reliability Test, all of the items in the questionnaire are considered correct and consistent. As a result, it can now be used for comprehensive data collection and analysis. In summary, the findings indicated that the three independent variables, pay wage gap, motherhood penalty, and gender roles and stigmatization, have a positive impact on the discrimination in career advancement against working women in Malaysia.

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