



Faculty of Cognitive Sciences and Human Development

**VALUES OF WOMAN ACADEMICIAN TOWARDS CAREER SUCCESS
AND RECOGNITION: A CASE-STUDY IN UNIVERSITY MALAYSIA
SARAWAK (UNIMAS)**

Stephanie Anak Fossillian

HD
6053
S827
2011

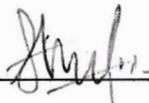
Bachelor of Science with Honours
(Human Resource Development)
2011

Statement of Originality

The work described in this Final Year Project, entitled
**“Values of Women Academician Towards Career Success and Recognition:
A Case-Study in University Malaysia Sarawak (Unimas)”**
is to the best of the author’s knowledge that of the author except
where due reference is made.

12/5/2011

(Date submitted)



(Student’s signature)
Stephanie Anak Fossillian
22428

BORANG PENGESAHAN STATUS TESIS

Gred: A

JUDUL : VALUES OF WOMEN ACADEMICIAN TOWARDS CAREER SUCCESS AND
RECOGNITION: A CASE-STUDY IN UNIVERSITY MALAYSIA SARAWAK (UNIMAS)

SESI PENGAJIAN : 2008/2011

Saya STEPHANIE ANAK FOSSILLIAN
(HURUF BESAR)

mengaku membenarkan tesis * ini disimpan di Pusat Khidmat Maklumat Akademik,
Universiti Malaysia Sarawak dengan syarat-syarat kegunaan seperti berikut:

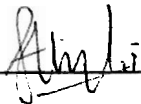
1. Tesis adalah hakmilik Universiti Malaysia Sarawak.
2. Pusat Khidmat Maklumat Akademik, Universiti Malaysia Sarawak dibenarkan membuat salinan untuk tujuan pengajian sahaja.
3. Pusat Khidmat Maklumat Akademik, Universiti Malaysia Sarawak dibenarkan membuat pendigitan untuk membangunkan Pangkalan Data Kandungan Tempatan.
4. Pusat Khidmat Maklumat Akademik, Universiti Malaysia Sarawak dibenarkan membuat salinan tesis ini sebagai bahan pertukaran antara institusi pengajian tinggi.

** sila tandakan (√)

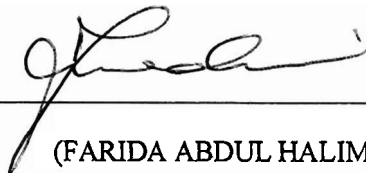
SULIT (Mengandungi maklumat yang berdarjah keselamatan atau kepentingan seperti termaktub di dalam AKTA RAHSIA RASMI 1972)

TERHAD (Mengandungi maklumat Terhad yang telah ditentukan oleh organisasi/badan di mana penyelidikan dijalankan)

TIDAK TERHAD



(STEPHANIE ANAK FOSSILLIAN)



(FARIDA ABDUL HALIM)

Alamat Tetap:

NO 1247 KENYALANG PARK
JALAN SIM KHENG HONG
93300 KUCHING, SARAWAK

Tarikh: 12/5/2011Tarikh: 20/5/2011

Catatan:

* Tesis dimaksudkan sebagai tesis bagi Ijazah Doktor Falsafah, Sarjana dan Sarjana Muda

*Jika tesis ini SULIT atau TERHAD, sila lampirkan surat daripada pihak berkuasa/organisasi berkenaan dengan menyatakan sekali sebab dan tempoh tesis ini perlu dikelaskan sebagai TERHAD.

P.KHIDMAT MAKLUMAT AKADEMIK

UNIMAS



1000224391

**VALUES OF WOMEN ACADEMICIAN TOWARDS CAREER SUCCESS
AND RECOGNITION: A CASE-STUDY IN UNIVERSITY MALAYSIA
SARAWAK (UNIMAS)**


STEPHANIE ANAK FOSSILLIAN

This project is submitted in partial fulfilment of the requirements for a
Bachelor of Science with Honours
(Human Resource Development)

Faculty of Cognitive Sciences and Human Development
UNIVERSITI MALAYSIA SARAWAK
2011

The project entitled 'Values of Women Academician towards Career Success and Recognition: A Case-Study in University Malaysia Sarawak (UNIMAS)' was prepared by Stephanie Anak Fossillian and submitted to the Faculty of Cognitive Sciences and Human Development in partial fulfillment of the requirements for a Bachelor of Science with Honours in Human Resource Development.

Received for examination by:



(Farida Abdul Halim)

Date:

20/5/2011

Gred A-

ACKNOWLEDGEMENT

This is an opportunity for me to sincerely acknowledge the people who have contributed directly or indirectly upon completion of my research.

First and foremost, I am very thankful to God for all the blessings.

Besides, I would like to express my deepest appreciation to my family members for their endless support for me to further my studies. I am very thankful to have such a wonderful parents that never stop believing in me. They are the one who sees the potential in me before I myself realize that I can do it. My heartfelt thanks to both of my sisters, Sabrina and Allison and also my brother, Kelvin for they are my inspirations.

My greatest pleasure goes to my supervisor, Madam Farida Abdul Halim for her criticisms and guidance throughout preparation of this research. I just love the way she supervise me because she let me to explore the whole process of conducting a research without any limitation. One important thing I learnt from her is that there's a reason for everything we do. It is a wonderful experience to work under her supervision.

My truthful appreciation towards the people of UNIMAS for allowing me to conduct the research. I owed a thank to those involved as their willingness to be part of my research especially the staffs who helped me to distribute my questionnaires and also women academics as my respondent.

Finally, I wish to say thank you to all my lecturers and friends. Completing a research is not an easy things to do. Without all your prayers, support and faith in me, it is impossible for me to go through it. But with God's will, I am here today succesfully gone through all the hardtimes.

God bless,

Thank you very much.

TABLE OF CONTENTS

Acknowledgement	i
Table of Contents	ii
List of Tables	v
List of Figures	vii
<i>Abstrak</i>	viii
Abstract	ix

CHAPTER 1: INTRODUCTION

1.0	Introduction	1
1.1	Background of Study	2
1.2	Problem Statement	3
1.3	Objective of Study	5
	1.3.1 General Objective	5
	1.3.2 Specific Objectives	5
1.4	Conceptual Framework	6
1.5	Research Hypotheses	7
1.6	Definitions of terms	9
	1.6.1 Values towards Career Success and Recognition	9
	1.6.2 Attitudes	9
	1.6.3 Resources	10
1.7	Methodology	10
1.8	Significance of Study	11
1.9	Limitations of Study	12
1.10	Conclusion	13

CHAPTER 2: LITERATURE REVIEW

2.0	Introduction	14
2.1	Context of the Topic	15
2.2	Model and Approaches related to Career Success	18
	2.2.1 Career Concept Model	18
	2.2.2 Approaches to Career Success	20
	2.2.3 Contemporary Approaches to Career Success	21
2.3	Literature Review of Study	22
	2.3.1 Career	22
	2.3.2 Career Success	23
	2.3.3 Demographic Characteristics	24
	2.3.3.1 Age Group	24
	2.3.3.1.1 Ages 21-28	24

	2.3.3.1.2	Ages 28-33	25
	2.3.3.1.3	Ages 33-40	25
	2.3.3.1.4	Ages 40-50/55	25
	2.3.3.1.5	Ages 50/55	26
	2.3.3.2	Marital Status	26
	2.3.3.3	Academic Rank	27
2.3.4		Attitudes	28
2.3.5		Resources	29
2.4		Conclusion	30

CHAPTER 3: METHODOLOGY

3.0		Introduction	31
3.1		Research Design	32
3.2		Population	33
3.3		Sample and Sampling Procedures	33
3.4		Location	34
3.5		Instrumentation	35
	3.5.1	Section A: Demographic factors	36
	3.5.2	Section B: Attitudes towards Career Success and Recognition	36
	3.5.3	Section C: Resources for Development	37
	3.5.4	Section D: Values towards Career Success and Recognition	37
3.6		Instrument Development	37
	3.6.1	Section A: Demographic factors	38
	3.6.2	Section B: Attitudes towards Career Success and Recognition	38
	3.6.3	Section C: Resources for Development	39
	3.6.4	Section D: Values towards Career Success and Recognition	40
3.7		Pilot Test	40
	3.7.1	Reliability and Validity Test	40
3.8		Data Collection	41
3.9		Data Screening	42
3.10		Data Analysis	43
3.11		Conclusion	44

CHAPTER 4: FINDINGS AND DISCUSSIONS

4.0		Introduction	45
4.1		Descriptive Analysis	46
	4.1.1	Age of Respondents	46
	4.1.2	Marital Status of Respondents	47
	4.1.3	Academic Rank of Respondents	48
4.2		Data Screening Test Results	49

4.3	Hypothesis Testing	50
4.3.1	One-way ANOVA for age group and women academician's value on career success and recognition	51
4.3.2	Independent Samples T-test for marital status and women academician's value on career success and recognition	52
4.3.3	One-way ANOVA for academic rank and women academician's value on career success and recognition	53
4.3.4	Pearson Product-moment Correlation between attitudinal factors and women academician's value on career success and recognition	55
4.3.5	Pearson Product-moment Correlation between resources factors and women academician's value on career success and recognition	56
4.3.6	Multiple Regression Analysis for Age, Marital Status, Academic Rank, Attitudinal Factors and Resources Factors	58
4.4	Results of Hypothesis Analysis	59
4.5	Conclusion	61

CHAPTER 5: SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0	Introduction	62
5.1	Summary of Study	63
5.2	Significance of Study	64
5.3	Recommendations of Study	66
	5.3.1 Recommendations for Organization	66
	5.3.2 Recommendations for Human Resource Practitioners	67
	5.3.3 Recommendations for Future Researchers	67
	5.3.4 Recommendations for Academicians	68
5.4	Conclusion	69

REFERENCES	70
-------------------	-----------

APPENDIX A: Sample of survey questionnaire	79
---	-----------

LIST OF TABLES

Table 1	
Women at the Decision-Making Level, Public Sector (2007)	16
Table 2	
Women at the Decision-Making Level, Corporate Sector (2001-2007)	16
Table 3	
Grades in Public Universities by Gender (2007)	17
Table 4	
Basic Career Concept	19
Table 5	
Results of Cronbach Alpha Value	41
Table 6	
Pearson Product-moment Correlation Value	43
Table 7	
Distribution of Respondents based on Age	46
Table 8	
Distribution of Respondents based on Marital Status	47
Table 9	
Distribution of Respondents based on Academic Rank	48
Table 10	
Normality Test	50
Table 11	
One-way ANOVA results for age group and women academician's value on career success and recognition	51
Table 12	
Results of Independent Samples T-test for values of women academician's on career success and recognition based on marital status	52
Table 13	
One-way ANOVA results for academic rank and women academics value on career success and recognition	53

Table 14	
Pearson Moment Correlation results between attitudinal factors and women academician's value on career success and recognition	55

Table 15	
Pearson Moment Correlation results between resources factors and women academicians value on career success and recognition	56

Table 16	
Multiple Regression Analysis Coefficients	

LIST OF FIGURES

Figure 1	
The Conceptual Framework	6
Figure 2	
The Distribution of Respondents based on Age	47
Figure 3	
The Distribution of Respondents based on Marital Status	48
Figure 4	
The Distribution of Respondents based on Academic Rank	49

ABSTRAK

PERSEPSI AHLI AKADEMIK WANITA TERHADAP KEJAYAAN KERJAYA DAN PENGIKTIRAFAN: KAJIAN KES DI UNIVERSITI MALAYSIA SARAWAK (UNIMAS)

STEPHANIE ANAK FOSSILLIAN

Kajian ini bertujuan untuk mendapatkan persepsi yang mempengaruhi kejayaan dan pengiktirafan di kalangan para ahli akademik terutamanya wanita. Lokasi kajian adalah di Universiti Malaysia Sarawak (UNIMAS). Kaedah kuantitatif telah digunakan dan borang soalan selidik berskala lima Likert diedarkan kepada responden-responden. Seramai 55 orang telah terlibat sebagai responden sepanjang kajian dijalankan. Kajian ini dijalankan untuk menguji perkaitan di antara faktor-faktor yang terpilih iaitu dari segi ciri-ciri demografi, sikap, dan sumber terhadap kejayaan kerjaya dan pengiktirafan. Ciri-ciri demografi responden yang meliputi umur, taraf perkahwinan dan status akademik dikaji dengan menggunakan One-way ANOVA dan Ujian T-test Sampel Bebas untuk mengenalpasti perkaitannya dengan persepsi mereka terhadap pembangunan kerjaya dan bagi mendapatkan pengiktirafan. Perkaitan antara faktor sikap dan faktor sumber dengan persepsi ahli akademik wanita terhadap pembangunan kerjaya dan pengiktirafan diuji dengan menggunakan Analisis Korelasi Pearson. Regresi pelbagai digunakan untuk menentukan faktor yang paling dominan. Keputusan analisis menunjukkan terdapat hubungan signifikan antara ciri-ciri demografi, sikap, dan faktor sumber terhadap persepsi ahli akademik wanita dalam menilai kejayaan kerjaya dan pengiktirafan. Berdasarkan dapatan kajian ini, beberapa cadangan telah dikemukakan kepada organisasi, mereka yang terlibat dalam menguruskan sumber manusia, para pengkaji pada masa akan datang serta ahli akademik wanita itu sendiri sebagai rujukan. Organisasi harus menitikberatkan keperluan pekerja supaya mereka tidak terhad dalam mendapatkan sumber supaya mereka boleh mencapai kejayaan dalam kerjaya and mendapatkan pengiktirafan. Selain itu, pihak pengurusan sumber manusia haruslah bersifat lebih sensitif dan adil dalam menguruskan keperluan ahli akademik. Bagi para pengkaji di masa hadapan, kajian yang melibatkan lebih banyak institusi pengajian tinggi dicadangkan. Untuk ahli akademik terutamanya wanita, mereka harus mengenal pasti keperluan yang membantu diri mereka sendiri dalam kejayaan kerjaya dan pengiktirafan.

ABSTRACT

VALUES OF WOMEN ACADEMICIAN TOWARDS CAREER SUCCESS AND RECOGNITION: A CASE-STUDY IN UNIVERSITY MALAYSIA SARAWAK (UNIMAS)

STEPHANIE ANAK FOSSILLIAN

This study aims to identify the values towards career success and recognition among women academician. The study was conducted in University Malaysia Sarawak (UNIMAS). Quantitative method was used and five Likert-scale questionnaires were distributed to the respondents. 55 respondents were involved in this study. This study was conducted to determine the relationship between factors which consists of demographic factors, attitudinal factors, and resources factors of women academician towards career success and recognition. Demographic characteristics of the respondents which included age group, marital status and academic rank were analyzed to determine the significant relationship and respondents' values towards career success and recognition by using One-way ANOVA and Independent Samples T-test. The relationship between attitudinal factors and resources factors of women academicians towards career success and recognition were tested by using Pearson Correlation Coefficient. Multiple regressions were carried out to determine the most dominant factors. The results showed that there were significant relationship between demographic factors, attitudinal factors, and resources factors of women academicians towards career success and recognition. Based on these findings, several recommendations were presented to the organization, human resource practitioners, future researchers and academicians. Organization should focus on providing the needs especially to women academicians so that there are no limited resources to career success and having recognized. Besides that, human resource practitioners should be more sensitive and fair in managing the people's need. For future researchers, it is suggested to carry out study which involves more than one higher educational institution. For women academicians themselves should identify resources that helps them towards career success and recognition.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter discusses the introduction of the research study which consists of ten sections. Introduction of the study is continued by discusses of the background of the study, followed by statement of the problem and research questions. The objective of the study and conceptual framework will be discussed respectively in the third and fourth section. The next other half of this chapter carry on with development of research hypothesis. Section six and section seven explains the definition of terms as well as methodology. Section eight presents the significance of the study followed by section nine on limitation of the study, whereas the last section as a summary.

1.1 Background of Study

Career success and recognition are “dream” of most individuals and how they wish others to see them in the achievement of employment. Nevertheless, the outcome in career success and recognition is differs depending on each individual. The meaning of success is varied for different people (Baruch, 2004). Recognition is one of the most accepted measurements towards career success in the sense of psychological view.

Career success as defined is an accumulated positive work and psychological outcomes which results from one’s work experiences (London and Stumpf, 1982; Judge, Cable, Boudreau and Bretz, 1995; Seibert, Crant and Kraimer, 1999). The study on career success has long been an interest to career scholar in the early years such as Hughes (1958) and by newer practitioners as Punnett (2007). Bridging in the gap of past and recent study, few study had been carried on such as to link career success and satisfaction (Punnett, 2007). Apart from that, another study by Ballout (2007) on the effects of human capital, person-environment fit and organizational support towards career success.

As far as career success is concern, the researcher narrows down the scope towards women in Malaysia specifically women as academicians. According to Maimunah and Mariani (2008), women are about half of the population in Malaysia which involves in various sectors of employment for example manufacturing, services and business aside agriculture. By referring to 10th Malaysia Plan (2010), there are 46.4 percent of women in current labor workforce compare to men. This indicates that there are increasing numbers of women in labor workforce in Malaysia compared to previous years but this percentage is still low compared to other countries such as Thailand (70 percent) and Singapore (60.2 percent).

For this particular study, the researcher intention is to discover the values as attitudes of women academicians in Malaysian public institutions of higher learning towards career success and recognition. In Buckley (2000) research of medical school, it mentions that there were differences in values related to career

success and recognition which is clearly seen especially among women physician academicians. The differences have important impact on promotion for women. But in Malaysia, less study are conducted on the issues of women (Hamid, 2006) values towards career success and recognition.

Malaysia is one of the developing countries facing gender issues. It covers a range of concerns related to women's status and position in society. In 1989, the Malaysian Government initiated a national policy on women to make sure that women are having equitable sharing in the acquisition of resources and the opportunity for career benefits and development as men. Hence, in an effort to retain women especially the academicians who serve in higher level positions, learning institution needs to know whether these academicians are satisfied with their career.

1.2 Problem Statement

Since Independence in 1957, women in Malaysia have moved forward in advance. Women are no longer underestimated and perceived as non-educated. As years goes by, there are increasing numbers of women entering universities which 246,122 in 2008 to 255,837 in 2009. The increasing numbers of highly educated women shows that there are educational opportunities for women at all level.

Perangkaan Pengajian Tinggi Malaysia Tahun 2009 displays the higher number of women as academicians where there are 13,577 women academics as men only 13,123 in numbers. Since there are increasing numbers of women involved in higher education sector, it comes to researcher's interest to focus on the changing trends of numbers of women who are involved in particular public higher education sector according to academic rank. Based on statistics (Perangkaan Pengajian Tinggi Malaysia Tahun 2009) there are 1,670 women as tutors as men are only 1,168. The significant of the distribution shows that highest numbers of women is on being a lecturer (9,345 than men of 7,988). Women on being associate professors are only 1,349 compare to 2,257 for men. Minority group of women reached the top management as professors, where records a total

number of 366 women professors compare to 1,259 men professors in 2009. The difference shows clearly that women tend to be a lecturer.

Statistic indicates that very few women moving upward from being a lecturer to professors. Obviously men seem to dominate on being a professor in most universities. It is believed due to the structure of employment which is pyramidal (Maimunah and Roziah, 2006). The current scenario gives indication to find out whether women academicians prefer to serve longer as lecturers, or are they actually stuck in the middle of their way towards reaching what is considered as a career success.

With the progress of this study, it might provide information which differs from current context development either by western researchers or local researchers. Moreover, most of the studies on career success are focusing mainly on objective career success (Kotter, 1982) yet this study is more related to find out individual's judgement towards own career success. (Gattiker & Larwood, 1989) and particularly relates to attitudes.

Apart from that, this study is driven based on Buckley and Sanders (2000) which the research focuses on the values of women faculty about career success and recognition at Virginia Commonwealth University School of Medicine. In searching for related theories on career success especially for local women, there are very few theories found especially studies done in Malaysia (Hamid, 2006). In addition, Maimunah, Roziah and Nor Wahiza (2004) stated that study on career development of high-flying woman professionals or women as academicians has not yet come to the centre of attention.

This study concerned in understanding the internal factor such as attitudes specifically of these women academicians in one of public university in Malaysia towards career success and recognition. Related research on this internal factor explains on most individuals who feel successful extrinsically but do not consider they achieve success in career (Korman, Witty-Berman and Lang, 1981).

Moreover, researcher wants to focus more on women's academician progress towards achieving the highest level profession in academia. This study is considered as efforts to find out what are the resources needed and to know whether women academicians are facing obstacles towards promotion.

The research may answer three major questions which are:

- a) What is women academicians value towards career success and recognition?
- b) What are the attitudes of women academicians toward career success and professional recognition?
- c) What kind of resources do these women academicians need for career development?

1.3 Objective of Study

1.3.1 General Objective

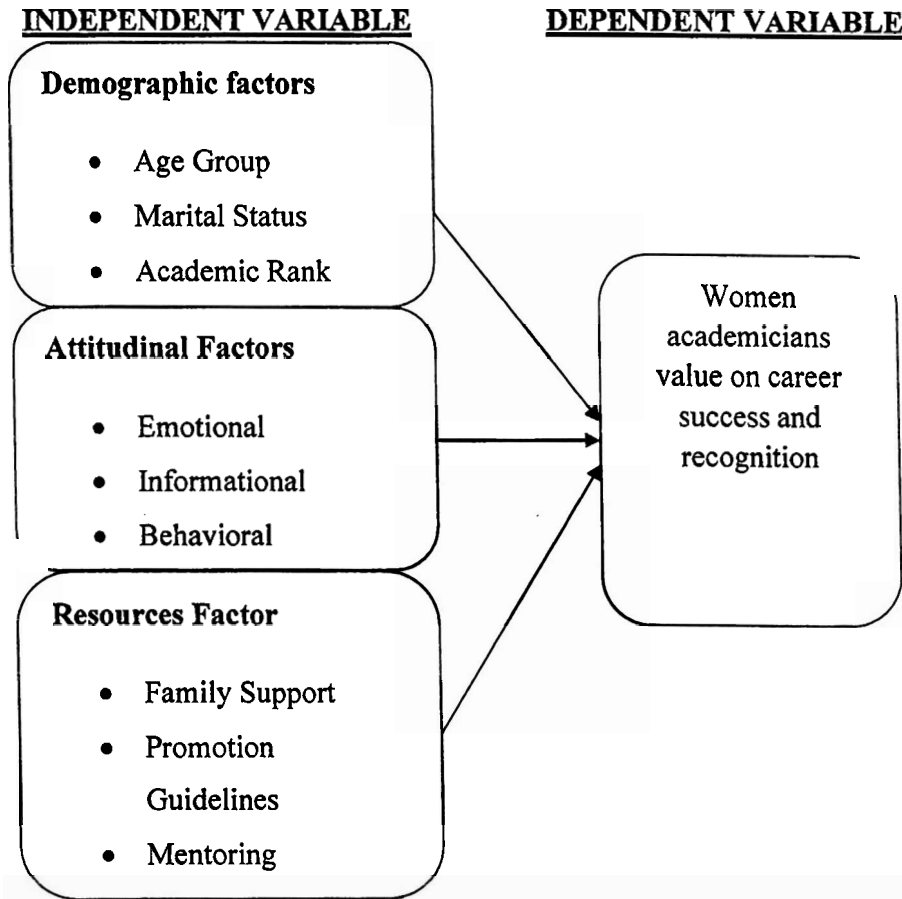
The main objective of this study is to describe values of women academicians in Malaysian public institution of higher education on how they perceived career success and recognition.

1.3.2 Specific Objective

1. To identify the relationship between the age group towards women academicians value on career success and recognition.
2. To identify the relationship between the marital status towards women academicians value on career success and recognition.
3. To identify the relationship between the academic rank towards women academicians value on career success and recognition.
4. To identify the relationship between attitudinal factors and women academicians value on career success and recognition.
5. To identify the relationship between resources factors and women academicians value on career success and recognition.

6. To identify the dominant factor between demographic factors, attitudinal factors and resources factors towards women academicians value on career success and recognition.

1.4 Conceptual Framework



Source: Altman (1997); Buckley and Sanders (2000); Hewlet (2002); Maimunah, Roziah and Nor Wahiza (2004); Maimunah and Roziah (2006); Powell and Mainiero (1992)

Figure 1: The Conceptual Framework

As illustrated in Figure 1, a conceptual framework for this study was developed based on objective of the study and mainly adapted from (Buckley &

Sanders, 2000) of research paper on “Obstacles to promotion? Values of women faculty about career success and recognition”.

The conceptual framework in Figure 1 shows the independent variables that consist of demographic factors, attitudinal and resources factor which can influence women academician’s values on career success and recognition.

Demographic factors included age group, marital status and academic rank. In the meantime, attitudinal factors consist of emotional, informational and behavioral attitudes. The third independent variable is resources factor which include family support, promotion guideline, mentoring and resource available.

1.5 Research Hypotheses

Based on the objective of this study, the hypotheses were formulated:

Ha1 : There is a significant relationship between the age group and women academician’s value on career success and recognition.

As age is included in demographic factors that affect women academician values on career success recognition, researcher referred to Powell and Mainiero (1992) and Altman (1997) which stated that one’s career is greatly influenced by age.

Ha2 : There is a significant relationship between the marital status and women academician’s value on career success and recognition.

Marital status is included as one of demographic factors that influenced women academician’s values on career success as according to Hewlet (2002). Hewlet (2002) states that married women’s career development are affected based on the status and thus it affects their values in achieving success and gain recognition.

Ha3 : There is a significant relationship between academic rank and women academician’s value on career success and recognition.

Maimunah and Roziah (2006) stated in the book of *“High-Flying Women academics, a question of career mobility”*, the academic career is clearly seen of flat structure. Thus, there is uniqueness on every individual on how they determine their multi-directional career paths to achieve success. That explains why academic rank is included to identify how different women academicians at different academic rank value career success and recognition.

Ha4 : There is a significant relationship between attitudinal factors and women academician’s value on career success and recognition.

Attitude is one of individual factors influencing one’s career. According to Maimunah and Roziah (2006), attitude including values, norms and beliefs has direct influence towards career.

Ha5 : There is a significant relationship between resources factors and women academician’s value on career success and recognition.

Based on Buckley and Sanders (2000), the survey found out that there is differences in career progress between men and women academics in Virginia Commonwealth University School of Medicine and Veterans Affairs Medical Center due to women reporting less time to plan for career development. Besides that, women academicians in medical school face obstacles towards career development and promotion based on limited resources. That is why researcher in this study wants to identify whether there is significant relationship between resource factors and values of women academicians in Malaysian Public institution of higher education.

Ha6 : There is a dominant factor between demographic factors, attitudinal factors and resources factors towards women academician’s value on career success and recognition.

1.6 Definition of Terms

Mentioned below are the definitions of terms used in this study. There are two types of definitions used which are conceptual and operational definition. Conceptual definitions are the definitions taken from other sources available like journals or scholars. Meanwhile the operational definitions explain the terms in the context of the study.

1.6.1 Values towards career success and recognition

Conceptual Definition

Values are considered as how academicians personally rated different accomplishments as signs of their career success. (Buckley & Sanders, 2000).

Operational Definition

In this particular research, the values that are selected to determine academicians' values on what they considered as career success and recognition are: opportunity to handle challenges as a way to enhance expertise, having ideal workplace where can work for a lifetime, in a career that has potential for promotion, place where they can work independently, in a position to do mostly work which they like, getting good performance evaluations, earning as much as the work is worth, pleased with the current promotions, well-designed benefits package, structured (career) progression.

1.6.2 Attitudes

Conceptual Definition

According to Luthans (1989), attitudes are intended for some object about which a person has feelings and beliefs.

Operational Definition

Since attitudes are determinant of behavior as they are linked with perception, personality and motivation, the attitudes in this study consists of three basic components: emotional, informational and behavioral towards career success and recognition.

1.6.3 Resources

Conceptual Definition

Resources for career development are the “factors that should be available for women and should not limited to new lecturers as there are women who take research careers later due to family responsibilities” (Buckley & Sanders, 2000).

Operational Definition

In this study, the resources are considered as one of the organizational factors contributing to women academicians for their career development. The resources such as family support besides emphasize on promotion guidelines, mentoring and differences in resource available (time, workplace and scholarships).

1.7 Methodology

In this study, the researcher used quantitative research design in the form of survey by using questionnaires. As for the population of this study, researcher chose women academicians in University Malaysia Sarawak (UNIMAS). The method to select the sample was by using purposive sampling technique. In order to ensure the reliability of the instrument, a pilot test was carried out among lecturers of Centre of Language Study in University Malaysia Sarawak (UNIMAS). Statistical Package for Social Sciences (SPSS) version 18.0 for