A CROSS-LAGGED STUDY OF GENDER DISCRIMINATION IN ENTRY-LEVEL JOBS: A VULNERABILITY THEORY PERSPECTIVE

Vazeerjan B., Tahseen A., AbdelFatah A., Xuan C., S., Maniyarasi G.[*]

Abstract: This study contributes to understanding early-career entry-level women's discrimination by analyzing the drivers of gender discrimination in entry-level jobs in the Malaysian retail sector. It uses vulnerability theory to explain the susceptibility of women and the conditions and perceptions that lead to their discrimination through a cross-lagged study. The study sample consisted of 349 women working in the Malaysian retail industry in Klang Valley. The findings reveal that several factors make women vulnerable in the Malaysian retail sector, including economic compulsion, organizational injustice, stereotyping and perceived social discrimination. Perceptions and practices become stronger over time. However, resilience can moderate vulnerabilities and, therefore, reduce women's discrimination. The significance of this study lies in its ability to understand vulnerability-enhancing discriminators and the utilization of resilience to address them.

Key words: Gender discrimination, perception, vulnerability, Malaysia, retail sector

Introduction

Discrimination occurs when individuals are treated indifferently owing to their demographic characteristics or association with a social group (Agudelo-Suárez, 2011). Gender inequality is a significant reason for women's discrimination in the workplace (Foley et al., 2015). England et al. (2020) and Lokman and Atikah (2018) reported substantial progress towards gender equality over the last five decades, particularly in education and employment. As new opportunities arose and discrimination reduced, women became aspirational and entered jobs in traditionally male-dominated industries (Blau et al., 2013). However, England (2010; 2011; 2013) reported that gender equality is stalled on many organizational discriminatory indicators. Smith and Parrotta (2018), Leicht et al. (2014), Nye et al. (2009) and Adams (2009), sharing similar opinions, explained that workplace gender discrimination practices are evident in hiring, equitable pay, leadership roles, decision-making, performance and career progression. Such occurrences are generally termed disparate discrimination, through which policies and practices are intentionally discriminatory (Zafar et al., 2017).

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[*] **Vazeerjan Begum**, American University of Ras Al Khaimah (AURAK), Associate Professor, **Tahseen Arshi**, AURAK, Associate Professor, **AbdelFatah, Arman.**, AURAK, Assistant Professor, **Xuan Chan, S.**, First City University College, Graduate Student, **Maniyarasi Gowindasamy**, First City University College, Associate Professor.

✉ corresponding author: vazeerjan2000@yahoo.com

✉ abdelfatah.arman@aurak.ac.ae; tahseen.arshi@aurak.ac.ae

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However, it is essential to note that not all discrimination is willful and deliberate. Discrimination is often indirect or unintentional (Schmalenbach & Laumer, 2020; Babu & Pushpa, 2018). Accidental discrimination occurs when cultural expectations and stereotypes influence discriminatory practices rather than the institution's rules and regulations (Cortina et al., 2013). For example, according to some stereotypes, women are less independent than men. Consequently, women's behaviors, such as self-promotion, control and negotiation, which are more congruent with male characteristics, create an unintentional bias (Moss-Racusin & Rudman, 2010; Kray, 2001). Such perceived biases render women vulnerable to workplace discrimination. Simultaneously, discrimination may also be perceived by the aggrieved party. For example, perceived discrimination occurs when women consider themselves to be victims of discrimination, even though no real discrimination occurs (Straiton et al., 2019; Andriessen, 2014). White et al. (2020) explained that a single discriminatory incident could create a longitudinal pattern of an impression of bias. In addition, researchers have found evidence that discriminatory practices against women affect their psychological well-being (Xu-Yue & Chopik, 2020; Straiton, 2019; David et al., 2013). A possible solution suggested in the literature is resilience, which can reduce women's vulnerability and enable them to deal with discrimination (Chawla and Sharma, 2019). Rutter (2006, p.1) defined resilience as "*implying a relative resistance to environmental risk experiences or overcoming stress or adversity.*" In other words, it is the utilization of internal psychological strength and social resources to deal with adverse conditions (Boardman et al., 2008; Dewi, Murwaningsari & Mayangsari, 2021).

Although the extant literature covers almost all aspects of gender discrimination, knowledge of unintentional and perceived discrimination is still emerging. This study considers niche theoretical, methodological, and practical gaps in gender discrimination research. First, at the theoretical level, perceived gender discrimination in the entry-level modern-day workplace is not well understood in a theoretical framework that explains the construct's background. Feminist theories have primarily informed early research on gender equality. These were later integrated into mainstream or androcentric epistemology. Methodologically, only a few studies have tested the construct's stability over time to determine causal, reversed, and reciprocal relationships between causal variables and discrimination. Moreover, since perceptions of biases may change over time, a few studies have conducted longitudinal research accommodating moderated relationships.

At a practical level, vulnerability in entry-level low-paid jobs, where economic pressure drives women to work, has not been well investigated. Furthermore, such employment is characterized by low education, a lack of supportive culture, and stereotyped gender norms, leading to vulnerability to gender discrimination (Rony, Yasin, Silitonga, Syarief, & Harianto, 2021). For example, gender discrimination is common in entry-level, low-paid retail jobs in Malaysia (Women's Aid Organization, 2020; Suganya, 2013; Pirzada et al., 2016). According to Amin and Zarka (2019), 44% of the female workforce is employed in the Malaysian service industry, of which 11% work in the retail sector and faces discrimination. Furthermore, the Department of Statistics Malaysia (2020) reported

that women do not move beyond entry-level jobs and that men outnumber women 5:1 in terms of retail business ownership.

Methodologically, Chawla and Sharma (2019) suggested that gender discrimination researchers conduct longitudinal studies across different geographic regions and sample entry-level employees since most studies have focused on middle-to high-level positions. Further, they suggested exploring moderators that could mitigate the effect of perceived discriminators on discrimination. To address these research gaps, this study first examines gender discrimination in the retail sector in Malaysia through the lens of vulnerability theory. Vulnerability theory facilitates understanding the conditions that make women vulnerable and suggests solutions to deal with such vulnerabilities. Second, this study focuses on determining vulnerability-enhancing discriminatory drivers in entry-level jobs in the retail industry in Malaysia and examines causal, reversed causal, and reciprocal relationships. Finally, this study explored the moderating role of resilience on the hypothesized relationship.

According to the vulnerability theory, all human beings are embedded in social relationships and institutions. Therefore, they universally and constantly face vulnerability throughout their lives (Fineman, 2013; Rudyanto & Pirzada, 2021). Human vulnerability arises from dependency on other individuals, social groups, institutions, and the economy. However, Cooper (2015) contended with the universality of vulnerability theory, arguing that individuals in societies are privileged differently based on social status, gender, race, and religion, which may vary across social contexts. Nonetheless, because different social groups are vulnerable, an individual's ability to deal with vulnerable situations is the central premise of vulnerability theory (Phillip, 2018; Fineman, 2013; Hanif, Rakhman, Nurkholis & Pirzada, 2019). Resilience is a major characteristic that enables individuals to mitigate the adverse effects of discrimination (Fineman, 2013; Ingalagi, Nawaz, Rahiman, Hariharasudan & Hundekar, 2021). Individuals have different levels of resilience, which shape their ability to deal with discrimination. According to Levine (2003), an individual can utilize inner psychological and emotional strength and external resources to overcome adverse conditions and achieve goals.

Literature Review

Gender discrimination has been extensively discussed in the literature (Whitney et al., 2022). Belingheri et al. (2021), through a meta-study on women's discrimination, reported on various aspects of research, such as antecedents, measurement scales, discriminatory practices, and outcomes of gender discrimination. A niche segment of the literature explains that several perceptions make women vulnerable to workplace discrimination. For example, Innstrand et al. (2022), Smith and Parrotta (2018), Dalton et al. (2014), and Cortina et al. (2013) pointed out that stereotyping, organizational justice, social and cultural biases, weak ethical climate, lack of inclusion (Pirzada, at el. 2017; Pirzada, at el. 2016), and women's perceived capabilities continue to make women vulnerable in modern workplaces.

Economic compulsion makes women vulnerable as employers perceive that they will accept poor working conditions. Castaño et al. (2018) pointed out that women's acceptance of social injustice contributes to their vulnerability and discrimination. Toscano et al. (2020) and Chang et al. (2014) share the same opinion, pointing out that perception relates to retail sector jobs that require physical strength and are not suitable for women. Furthermore, Heilman and Caleo (2018), Othman and Othman (2015), and Fui Yee (2019) associated women's discrimination with stereotyping, as women are stigmatized to prioritize social relations and home concerns over job commitments. These perceptions are influenced by the social discrimination prevalent in society, and organizations reflect these cultural values (Kartolo & Kwantes, 2019).

Numerous studies have reported the effects of discrimination on psychological well-being (Whitney et al., 2022; Straiton et al., 2019; Fachrudin, Pirzada & Iman, 2022). Some of the mediating variables in the literature are trust, self-efficacy, religiosity, and self-esteem (Innstrand et al., 2022; Kim & Park, 2018). Finally, studies have reported the moderating effects of personality traits, age, education, optimism, worker support, social support, and future time perspective between workplace discrimination and psychological well-being (Xu-Yue & Chopik, 2020; Sia et al., 2015; Roohafza et al., 2015). However, the extant literature does not shed much light on the moderators that mitigate women's vulnerability to discrimination in the workplace (Pirzada et al., 2017). Therefore, the study frames the following hypotheses based on the theoretical background and literature review.

H1: Perceived economic compulsion makes women vulnerable to workplace discrimination over time.

H2: Organizational injustice makes women vulnerable to workplace discrimination over time.

H3: Stereotyping makes women vulnerable to workplace discrimination over time.

H4: Perceived societal discrimination makes women vulnerable to workplace discrimination over time.

H5: Over time, women's discrimination has a reversed causal effect on vulnerability-enhancing discriminators.

H6: Women's discrimination and vulnerability-enhancing discriminators have mutual impacts over time.

H7: Resilience moderates the relationship between vulnerability-enhancing discriminators and women's workplace discrimination over time.

Research Materials and Methodology

The study primarily used a quantitative orientation and a questionnaire survey to collect data. The authors collected data twice (T1 and T2) at an interval of 12 months from the same sample. This study measured women's discrimination by adapting items from several studies. First, perceived discrimination was determined by asking, have you ever felt discriminated against due to your gender over the last 12 months? The questions were scored as never (1), rarely (2), sometimes (3), fairly often (4), and very often (5). Further, the survey asked questions on discriminatory practices related to pay, promotion, and

discriminatory comments based on the scoping review by De la Torre-Pérez (2022). Next, the gender role stereotyping scale developed by Mills (2012) and gender stereotype reinforcement (Fabris, 2020; Sherwani, Shaikh, & Shaikh, 2021) helped to establish measures related to stereotyping. Furthermore, the study measured perceived societal discrimination due to socioeconomic status using the Everyday Discrimination Scale (Michaels et al., 2019; Willaims, 1997; Macongue & Elizabeth, 2022). Finally, the study coded these questions as (1) strongly disagree or (5) strongly agree.

The study's target population consisted of women working in the retail sector in three regions: Klang Valley, Selangor, and Petaling Jaya, which includes the capital city of Kuala Lumpur. First, 500 questionnaires were distributed to female entry-level and front-line retail sector staff using random sampling. Three hundred and sixty-four were received, of which 349 were fit for analysis (T1). Finally, the authors reached a sample of 349 responses with the same questions. The study analyzed 346 questionnaires out of 348 that were received (T2).

Cross-lagged structural equation modeling (SEM) models were developed for this analysis. Hakanne (2008) suggests examining temporal order through reversed causal and reciprocal relationships. Figure 1 shows that the study assessed stability through autoregressive effects in Model 1, causal effect through Model 2, reverse causality through Model 3, and mutual influence through Model 4. Based on Selig (2012), the authors added autoregressive effects to all models to reduce any biased estimation of cross-lagged effects.
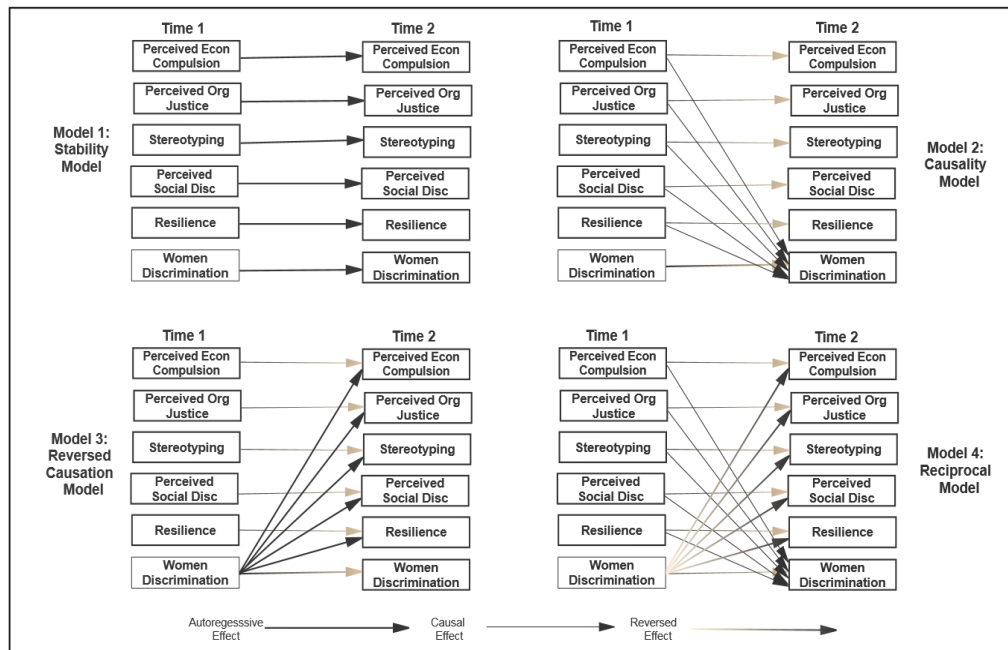

Figure 1: Competing models framework

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Research Results

Among the sample, 45% of female employees worked in the retail sector for the last three years, 35% worked for two years, and the rest worked for less than a year. Furthermore, the results of the correlation test showed that all variables that increased vulnerability were significantly and positively correlated with each other and with women's discrimination (T1 r = 412, 394, 387, 396) (T2 r = 374, 354, 294, 316) (p < 0.01).

Table 1.Mean, Standard Deviation, and Pearson Correlations Matrix (T1) and (T2).

Variable	Time	Mean	Std Dev	ECN	ORJ	STR	PSD	WD	RES
ECN	T1	4.116	0.632						
	T2	3.984	0.701	—					
ORJ	T1	4.123	0.601	0.412**	—				
	T2	4.011	0.627	0.374**	—				
STR	T1	4.023	0.618	-0.029	0.394**	—			
	T2	4.014	0.672	0.027	0.354**	—			
PSD	T1	4.112	0.604	0.057	0.035	0.387**	—		
	T2	3.904	0.704	0.067	0.034	0.294**	—		
WD	T1	4.137	0.697	0.019	0.059	-0.022	0.396**	—	
	T2	4.028	0.678	0.016	0.059	-0.022	0.316**	—	
RES	T1	3.915	0.714	-0.031	-0.036	-0.064	-0.041	-0.428**	—
	T2	3.812	0.702	-0.030	-0.036	-0.061	-0.036	-0.419**	—

*N=349 **Correlation is significant at the 0.01 level (2-tailed).*
ECN=Economic Compulsion; ORJ=Organizational Justice; STR=Stereotyping; PSD=Perceived Societal Discrimination; WD=Women Discrimination; RES=Resilience.

Furthermore, resilience was negatively correlated with all the independent variables and the dependent variable- Women's discrimination (WD), indicating that it would reduce the vulnerability of women to discrimination (T1 r = –428, T2 r = –429, p < 0.01). Finally, this study tested multicollinearity's effects, as Tabachnik and Fidell (2007) suggested. The results showed that the variance inflation factor (VIF) values were <0.2, confirming no data inflationary effects. In addition, Levene's statistic test (>0.5) showed the homogeneity of the sample.

Latent and observed variable analysis through structural equation modeling (SEM) helped to test the hypothesized relationships. First, the measurement model showed that 24 out of 29 items were associated with their factor structures (factor loadings >0.68, p < 0.001)) (Table 2). The study used these 24 items to administer a questionnaire survey after 12 months (T2). The results showed that the goodness of fit indices were above the recommended benchmarks [T1 (χ^2 (242) = 347.03, p < 0.01; CFI = 0.972; TLI = 0.961;

RMSEA = 0.042) and T2 (χ 2 (241) = 339.03, p < 0.01; CFI = 0.953; TLI = 0.954; RMSEA = 0.046].

Average variance scores (>0.5) indicated satisfactory discriminant validity, while factor loadings indicated convergent validity. Table 2 shows the factor scores, reliability (alpha), and average variance extracted (AVE) (T1 and T2).

Table 2. Factor Loadings, Alpha Scores, and Average Variance Extracted.

Variables and Their Scale Items Scale: 5—Strongly Agree, 1—Strongly Disagree	Factor Score	Standard Alpha	The Average Variance Extracted (AVE)
Economic Compulsion		.75 (.72)	0.5417
1. I work to support my family, and I need to work.	.71		
2. There are not many jobs available for me in the market.	.68		
3. I have a low level of support from friends and relatives.	.62		
Organizational Justice		.79 (.78)	0.5156
1. The organizational policies are applied equally to all employees.	.78		
2. All employees are equally encouraged and motivated at work.	.79		
3. All employees are equally involved in decision-making.	.80		
4. I feel that I am not rewarded according to my efforts as a woman.	.79		
Stereotyping		.77 (.75)	0.5127
1. There is a perception that women are weak in skills compared to men.	.78		
2. There is a perception that women have low-self-confidence.	.79		
3. There is a perception that women should not be assertive.	.77		
4. There is a perception that women should not be achievement-oriented.	.69		
5. There is a perception that men can perform any job better than women.	.77		
Perceived Societal discrimination		.76 (.74)	0.5124
1. Society perceives that women should be homemakers.	.74		
2. Society perceives that women should look good and remain feminine.	.79		
3. society perceives that women should not compete with men.	.78		
4. Society perceives that women use emotions to their advantage.	.75		
Organizational Discriminatory Practices		.86 (.84)	0.5017
1. I felt discriminated against due to my gender.	.82		
2. I feel discriminated against because I feel inequality of pay.	.81		
3. I feel discriminated against because I feel inequality in promotion opportunities.	.82		
4. I feel discriminated against because I listen to discriminatory comments about women by my colleagues and supervisors.	.89		
Resilience		.85 (.85)	0.5026
1. Social support has helped me to develop resilience against discrimination.	.79		
2. Resilience helps me deal with discriminatory practices.	.74		
3. Resilience gives me the strength to work harder and prove myself.	.77		
4. Emotional strength helps me deal with difficult situations.	.78		
Figures within the parenthesis are T2 Alpha scores.			

The study evaluated four competing models to determine the best fit and assess the hypotheses. The causality model shows that the constructs were stable over time, meaning that bias and vulnerability remained constant with no change in perceptions.

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Table 3 shows a significant autoregressive impact, with the model remaining non-significant.

Table 3.Model Comparison.

#	Model	χ^2	df	CFI	TLI	RMSEA	Model Comparison	$\Delta\chi^2$	Δdf
1	Stability Mode	28.39	12	0.984	.0944	0.071			
2	Causality Model	12.43	9	0.991	0.987	0.041	1 vs 2	22.92**	3
3	Reversed Model	17.85	8	0.984	0.962	0.045	1 vs 3	18.71*	3
4	Reciprocal Model	5.11	6	1.000	1.000	0.049	1 vs 4	11.83**	6
							2 vs 3	8.22*	0
							2 vs 4	5.87*	3
							3 vs 4	12.18**	3

Note: N=349, *p < 0.05, **p <0.01

Furthermore, the results show that the causality model is the best-fitting model ($\Delta\chi^2 = 22.94$, p < 0.01). The results also showed a reverse vulnerability effect on discriminatory drivers ($\Delta\chi^2 = 18.71$, p < 0.01). However, the reciprocal model showed the weakest fit, indicating mostly causal and reverse effects. The reciprocal model was also significant ($\Delta\chi^2 = 11.83$, P < 0.05). Table 4 presents causality and moderation parameter estimates.

Table 4. Parameter Estimates of the Path Models.

	Model 2: Causality		Model 5:Moderation	
	γ	SE	γ	SE
Autoregressive Effects				
Economic Compulsion	0.68**	0.05	0.74**	0.03
Organizational Justice	0.72**	0.03	0.78**	0.01
Stereotyping	0.78**	0.02	0.69**	0.04
Perceived Societal Discrimination	0.69**	0.04	0.54**	0.06
Resilience	0.57**	0.05	0.67**	0.04
Women Discrimination	0.69**	0.04	0.60**	0.05
Predicting Women Discrimination (T2)				
Economic Compulsion (T1)	0.29**	0.05	0.67**	0.05
Organizational Justice (T1)	0.34**	0.03	0.72**	0.03
Stereotyping (T1)	0.31**	0.03	0.71**	0.02
Perceived Societal Discrimination	0.30**	0.05	0.70**	0.04
Resilience (T1)	-0.37**	0.05	0.54**	0.06
Economic Compulsion x Resilience (T1)			-0.16**	0.04
Organizational Justice x Resilience (T1)			-0.22**	0.04
Stereotyping x Resilience (T1)			-0.29**	0.03
Per. Societal Discrimination x Resilience (T1)			-0.11	0.02

*p < 0.05, **p <0.01

This study tested the moderating effect of resilience on the drivers of vulnerability and women's discrimination. Multiplied Z-standardized variables were used to measure predictor variables at T1. This study measured the interaction effects of economic compulsion, organizational justice, stereotyping, perceived societal discrimination, and resilience through the competing model's framework (figure 2). The data fit indices were satisfactory ($\chi 2$ (18) = 13.97 n.s., CFI = 0.985, TLI = 0.980, RMSEA = 0.05). Figure 2 shows that economic compulsion has a significant career lag effect on women's discrimination (WD). In other words, economic compulsion significantly impacted the change in WD from T1 to T2 (Table 4) (*Model 2: γ = 0.46*).

Similarly, the results showed a significant lack of effect of organizational justice on the change in WD over time (*Model 2: γ = 0.41*). Furthermore, the results showed a significant lagged impact of stereotyping on the shift in WD over time (*Model 2: γ = 0.24*). Besides, the results showed a significant lagged impact of perceived societal discrimination on the change in WD over time (*Model 2: γ = 0.53*). Finally, the results show that resilience reduces the effects of discriminatory drivers and WD over time. (*Model 2: γ = -0.19*). This indicated that WD would be low if women demonstrated a high resilience level. Therefore, based on the results, the study accepted all the hypotheses.
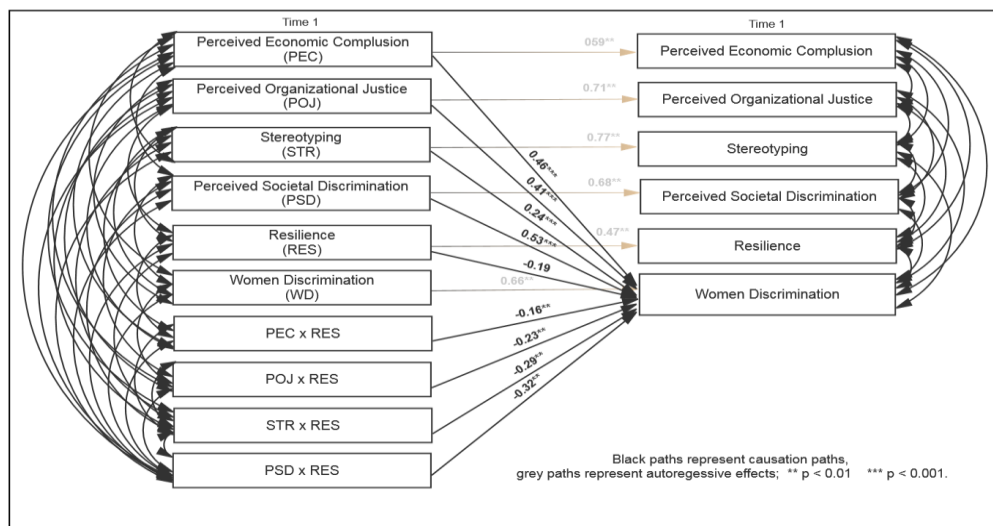

Figure 2: Parameter estimates of the Moderation Model (lagged effect) (Black path represent causal paths (*p<0.05, **p<0.01, ***p<.0.001)

Discussion

This study contributes to understanding early-career entry-level women's discrimination, which has seen scant investigation in the literature. Furthermore, cross-sectional snapshots and a lack of focused anchorage into theoretical insights in previous studies

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could not shed light on the constructs' stability and reversed causal and reciprocal effects. Therefore, by grounding research in vulnerability theory, this study provides a theoretical context for discriminatory drivers. Accordingly, this study analyzed the perceptions that make women vulnerable to discrimination in the workplace. Socioeconomic inequality contributes to gender discrimination problems (Burns & DeVillé, 2017). Economic compulsion colored employers' perceptions in the retail sector, insinuating that women are dependent on their jobs, and hence weak working conditions would be acceptable to them. It also led to the perception that women do not need further motivation as they desperately need jobs. Therefore, women would accept inequitable pay, lack of promotion, and discrimination in working conditions. Some elements of women's discrimination related to organizational injustice were formal and direct, while others were informal and perceived. The authors explain that firms may be perceived as favoring women if they are offered the same benefits in traditionally male-dominated industries. Firms view most perceptions of women through the lens of bias and stereotypes prevalent in society. General perceptions of women's skills, traits, competencies, roles, and behavioral expectations arise from established stereotypes and perceived societal norms and practices (Kartolo & Kwantes, 2019; Hang-Yue et al., 2014).

Through a longitudinal study design, this study analyzes reserved causal and reciprocal relationships. This study found that women's vulnerability causes a reversed and reciprocal relationship. The vulnerability of women's discrimination reinforces discriminatory drivers and vice versa. Therefore, discussing women's discrimination in the isolation of vulnerability is inappropriate. The study found that most discrimination occurs not because of male dominance or a conscious desire to discriminate. Instead, it happens unintentionally because existing perceptions make women vulnerable to discrimination. Vulnerability theory was helpful in making these conclusions, as it informed the study about the vulnerability of all individuals due to various conditions. However, this approach was most beneficial in providing a solution for discrimination. This study's findings provide insight into how individuals' resilience determines their susceptibility, not their situation alone. Resilience offers psychological empowerment to deal with discriminatory practices (Levine, 2003). Boardman et al. (2008) and Shanahan and Hofer (2005) explained that men and women express resilience differently as they socialize in different environments. The authors recommend developing emotional and psychological strength through self-awareness, social skills, and optimism.

This study has several implications. First, there is a need to reduce stereotypes and societal discrimination by challenging perceptions and building collective resilience. Therefore, government, media, education, business chambers of commerce, and retail sector associations should reinforce positive perceptions about women in the workplace and enhance social resources to build resilience. In addition, family -and school-centered programs can support equality values in the community. Additionally, relevant stakeholders should provide therapeutic interventions for highly vulnerable employees and families. Second, retail sector employers should become more sensitive to the need for women's equality and take steps to improve organizational justice. These movements

could be led by women's organizations specially created to eliminate gender discrimination in the workplace in Malaysia. Finally, all stakeholders should identify the most common vulnerabilities of women, change their institutional perceptions of them, and strengthen gender equality values and culture.

Conclusion

This study identified and analyzed several perceptual and vulnerability-enhancing discriminatory drivers in the Malaysian retail sector. The study found that women's vulnerability, colored by established perceptions, was the root cause of their discrimination. This study, informed by vulnerability theory, concluded that women could handle organizational discrimination with strong resilience. Therefore, Malaysian society needs to build individual and collective strength in women through intervention strategies to improve resilience and reduce vulnerability. However, perceptions and vulnerabilities can change or shift over time. Hence, time-lapse assessments are essential for examining these phenomena and related progress. This study focused on the retail sector in Klang Valley, which has limited generalizability. Furthermore, the study tested only vulnerability-enhancing discriminators deductively derived from the literature. Future studies could use a qualitative approach to identify more nuanced and specific discriminators that are not overtly evident in different sectors. Future studies could also compare women's discrimination in various sectors to better understand women's discrimination in the Malaysian workplace.

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WSPÓLNE BADANIE DYSKRYMINACJI PŁCI W OKRESIE POCZATKOWYM PRACY: PERSPEKTYWA TEORII WRAŻLIWOŚCI

Streszczenie: Niniejsze badanie przyczynia się do zrozumienia dyskryminacji kobiet na początku kariery zawodowej, analizując przyczyny dyskryminacji ze względu na płeć w początkowych pracach w malezyjskim sektorze detalicznym. Wykorzystuje teorię podatności, aby wyjaśnić podatność kobiet oraz warunki i percepcje, które prowadzą do ich dyskryminacji poprzez badanie cross-lagged. Próba badawcza składała się z 349 kobiet pracujących w malezyjskiej branży detalicznej w Klang Valley. Wyniki pokazują, że kilka czynników sprawia, że kobiety w malezyjskim sektorze handlu detalicznego są narażone, w tym przymus ekonomiczny, niesprawiedliwość organizacyjna, stereotypy i postrzegana dyskryminacja społeczna. Postrzeganie i praktyki stają się z czasem silniejsze. Jednak odporność może łagodzić podatność na zagrożenia, a tym samym zmniejszać dyskryminację kobiet. Znaczenie tego badania polega na jego zdolności do zrozumienia czynników dyskryminujących zwiększających podatność na zagrożenia i wykorzystania odporności do ich rozwiązania.

Słowa kluczowe: dyskryminacja ze względu na płeć, percepcja, wrażliwość, Malezja, sektor detaliczny

入门级工作中性别歧视的交叉滞后研究：脆弱性理论视角

摘要：这项研究有助于了解早期职业入门级女性的歧视，分析马来西亚零售业入门级工作中性别歧视的驱动因素。它使用脆弱性理论通过交叉滞后研究来解释女性的易感性以及导致她们受到歧视的条件和看法。研究样本包括 349 名在巴生谷马来西亚零售业工作的女性。调查结果显示，有几个因素使马来西亚零售业的女性易受伤害，包括经济强迫、组织不公正、陈规定型观念和感知到的社会歧视。随着时间的推移，观念和实践变得更加强大。然而，复原力可以缓和脆弱性，从而减少对妇女的歧视。这项研究的意义在于它能够理解增强脆弱性的鉴别器以及利用复原力来解决它们

关键词: 性别歧视, 感知, 脆弱性, 马来西亚, 零售业