

BES03

CONTRAPOWER SEXUAL HARASSMENT: A FOCUS ON PERPETRATORS

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Abstract

Logistic regression was utilized to explore the influence of power motives, organizational factors, and personality traits on contrapower sexual harassment behavior. Two hundred seventy-one participants responded to a series of scales measuring need for power, organizational tolerance for sexual harassment, and Big-5 personality traits. Multiple regressions indicated need for power positively predicted contrapower sexual harassment behavior in both sexes after controlling for the influence of other hypothesized predictors. Subsequent multivariate analyses of variance indicated men engage in contrapower sexual harassment more than women but observed sex difference disappeared when controlling for need for power. Implications and future research directions are discussed.

Conference Track

Business Environment - Strategy, Policy, Law, Ethics