



## WOMEN'S SELF-IMAGE AND TENDENCY TO EXPERIENCE SEXUAL HARASSMENT FROM THE PERSPECTIVE OF MEN (A STUDY FROM THE PERSPECTIVE OF HARASSERS / MEN)

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### ABSTRACT

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The study aims to test a hypothesis stating that there is a negative correlation between women's self-image from the perspective of men with the tendency for women to experience sexual harassment. Variables in this study included the independent variable of self-image of women, and the dependent variables Tendency to experience sexual harassment, and a co-predictor of age. The subjects of the study were 100 men from various backgrounds, namely: the public service providers (drivers, conductors, and pedicab drivers), entrepreneurs (traders and businessmen), employees, students, and educators (lecturers, teachers). Samples were taken by using incidental sampling technique. Measurement of independent variables was done using a scale of Women's Self-Image with a validity index of 0.202 to 0.487. Measurement of the dependent variables was done using a scale of Sexual Harassment Tendency with a validity index of 0.282 to 0.759. The results of assumption test show that all assumptions are met. Hypothesis was tested using statistical regression: Partial Correlation Study Level 1. The analysis showed that  $r_{xy.2}$  equals to -0.330 with p value of 0.001 ( $p < 0.01$ ) meaning that there is a significant negative correlation between women's self-image with the tendency to experience sexual harassment by men. Statistically controlled by woman's age, it has been found out that the higher the male judge women's self-image, the lower the tendency of sexual harassment to happen to these women. Seen from the comparison of empirical mean and hypothetical mean, it has been found out that the tendency to do sexual harassment is the highest among the groups of men who work as educators (teachers and lecturers).

**Contribution/ Originality:** This study tried to lift the actual conditions facing women in East Java Indonesia related to self-image of women and the tendency of sexual abuse that occurs among providers of public services (driver, helper, conductor, pedicab), entrepreneurs (traders and businessmen), the employee (employees, managers) among students (students, students) educators (lecturers, professors). In this study wanted to know the effect of the self-image of women alone to the tendency of sexual abuse committed by men. The rationale is that today the development of information technology causes tremendous changes attitudes and behavior. By knowing the theoretical implications, it is expected that the research findings would be useful for the development of the field of psychology of women. And practically expected to be useful to governments or organizer of a scientific nature as an input in decision-making, especially for the psychology of women.

## 1. INTRODUCTION

Nothing is to be said new when it comes to sexual harassment. As stated by [Suyanto and Hendarso \(2005\)](#) the society sees sexual harassment, normally done by men to women, as something usual. It is even taken as something fun and becomes merely jokes in many situations.

According to [Pryor et al. \(1993\)](#) sexual harassment has actually been around since the time of ancient kings, even in some ancient societies, there was a ritual or culture to present a virgin to the king or ruler in a special ceremony. This form of ritual has rooted deeply; ironically that there are women who feel happy and blessed once they have an intercourse with the king or the royal family, and yet, it is one of the forms of sexual harassment, in the sense that men act degrading women's status without the approval of the women.

[Susaeatiawan \(2007\)](#) explains that sexual harassment is not the result of a situation or a cultural construction or a provision of male dominance over women, but it is more as a result of thinking. That is because sexual harassment itself is based on the material aspect of an action degrading of others sexually, but the basic material cannot stand by itself, without the thought one has in their mind. Therefore, it can be assumed that sexual harassment is there because of the thoughts men have about women.

Men's perception on women's self-image is very influential toward sexual harassment. According to [Suyanto and Hendarso \(2005\)](#) as long as men consider that men must enjoy women's beauty and body as a Divine gift, sexual harassment will continue to happen. In addition, as long as the assumption that women are weak and cannot fight men back, that women by nature are simply an object to satisfy men's desire, that women are stupid or less capable than men, and that women are not able to be independent, a tendency of women to be seen simply as a butt of men will continue to exist.

In general, sexual harassment is always hard for women to face, yet it is not uncommon that women are even blame for what happens. According to Hariadi (in [Suyanto and Hendarso \(2005\)](#)) blaming the victim is continuously done as the society tends to see women as the ones seducing men and causing the harassment to happen, and the action done by sexual harassers are considered reasonable and common since the action is stimulated by women. Based on these conditions, the researcher is interested in knowing the variables or factors causing men to develop a tendency to conduct sexual harassment against women.

## 2. LITERATURE REVIEW

### 2.1. Sexual Harassment

This refers to such as forceful touching or grabbing. According to [Sabaroedin \(2006\)](#) other actions that can be considered as sexual harassment are: a) verbal abuse such as making suggestive remarks or sounds at women in the street, uncomfortable and offensive teasing, joking, questioning, commenting, or jesting, b) sexual physical abuse such as touching, pinching and tapping, excessive looking with such lust, kissing or hugging a woman who is obviously not like to be treated that way. According to [Nachrowi and Usman \(2004\)](#) in sexual harassment, there is the element of compulsion, unwillingness, or the absence of the victim's consent.

From the afore-presented definition, it can be concluded that sexual abuse is a behavior or action having sexual connotations that are disturbing, annoying, and not desirable conducted by a person or a group against others, which may degrade the dignity of one being the object of the action. Sexual harassment can be non-physical (language, words, images, text messages) or physical (holding, touching, hugging, kissing) conducted by a man (usually) on the victim (usually a woman). According to Guntoro & Paramitha Utamadi (in [Christina Yulita \(2012\)](#)) sexual harassment can be defined as a type of sexual action not desired by the victim and cause feelings of dislike and disgust. Forms of sexual harassment may be a verbal abuse such as making suggestive remarks or sounds at women in the street, uncomfortable and offensive teasing, dirty jokes, etc. Such actions will make women to feel insulted, yet refusal sometimes lead to even more severe actions. The main characteristics of sexual harassment is 1) is against the will of the victims, 2) is often accompanied with promises, lure or threat, 3) rejecting or accepting of

such action may affect a career or a job, 4) the impact of such actions cause unpleasant psychological turmoil among others: shame, anger, resentment, revenge, depression, disgusted, fear, anxiety, and other negative feelings.

In general, according to Kelly (in Devika (2014)) the most common psychological impact of sexual harassment is annoyance, anger, stress to breakdown, fear, frustration, helplessness, withdrawal, loss of self-confidence, blaming herself as the cause, hatred or antipathy toward men.

According to Collier (in Devika (2014)) one of the causes of sexual harassment is the socio-cultural factor. The reality that men are physically stronger than women also affects the mindset, attitudes or behavior of men towards women. In addition, based on social-role stereotypes, in which patriarchal culture places men in a position super ordinate to women, then allows for sexual harassment (by lowering the dignity). According to Farley (2001) sexual harassment is a non-reciprocal behavior of men demanding women of functions beyond their function as working women. The forms of sexual harassment can be seduction, sexual comments (obscene), touches on a woman's body, sexual services, forcing date invitation, sexual intercourse demands, and attempted rape. According to Utami (2009). the forms of actions of men to women considered as sexual harassment are: a) orally or verbally, such as telling dirty or vulgar jokes that may hurt, insult, or embarrassing for women, interrogating women about their sexual activity or personal life, asking for sexual favors as a return of providing employment, and b) physically. The tendency of sexual harassment of men to women is the potential of men to conduct sexual harassment to women. Potential here refers to a desire and attitude of men agreeing to conduct sexual harassment.

## 2.2. Women's Self-Image

According to Burns (2003) the concept of self can be seen from a) how individuals know themselves, b) how others judge individuals through observation or perception.

According to Eisenberg and Delaney (1977) an important part of self-image is what is known and believed by individuals—this includes perceptions or views or description of their strengths and weaknesses, dominant patterns of behavior, etc in the present time and hopes in the future. There are two types of statements in this regard a) idiographic (I consider myself): I am able to read and understand well, b) nomothetic (myself compared to others): I am the best among my friends.

According to Pietrofesa (1980) self-image is one's view about himself or herself both on physical and psychic matters. Physical matter is further elaborated as appearance, health, strength, durability, etc.; whereas psychic matters include aspects of a) cognitive or intellectual abilities, in the form of intelligence, creativity, problem-solving ability, talent, accuracy, b) affection, in the form of personality (properties) and feeling or emotion, c) conation, in the form of motivation or achievement, aspirations, desires, success, and so on.

Based on the above opinion, the researcher concludes that women's self-image is the perception of and the way men see women that include: a) a description of the physical condition, b) a description of the psychic including cognitive (intelligence), affection manifested in personality (traits) or emotion, motivation or achievement, efforts to improve or to be more independent.

## 2.3. The Relationship of Women's Self-Image and the Tendency of Men to Conduct Sexual Harassment

A study by Utami (2009) on 160 respondents who have become victims of sexual harassment shows that the forms of harassment these victims experienced are verbal and non-verbal seductions (43%), in some cases accompanied with threat or compliments and physical contact (44%), and sometimes it takes a combination of sexual comments and seduction (13%). A survey by Dewi (2013) reveals that actions to be considered as sexual harassment include a) verbally or in writing sexual harassment, such as making suggestive sounds, jokes on sex, statements about the body or physical appearance, b) physical sexual harassment, such as touching the body, pinching or stroking the breasts, kissing lips or cheeks by force, touching hands on thighs, pressing hands to chin, pressing pants to the woman's body, staring at a woman's body with lust.

Based on the afore-presented explanation, sexual harassment is a non-reciprocal behavior of men demanding

women of functions (in addition to their function as working individuals, friends, colleagues, and / or intimate friends). Sexual harassment may take the forms of asking for personal service beyond job description of female workers, staring at women with such lust, touching the body or body parts, seducing, sexual comments (obscene), forcing date invitation, and attempted rape. Sexually suggestive behaviors obviously cause unpleasant feelings for victims such as feeling irritated, angry, depressed, anxious, scared, uncomfortable, and unsafe.

Each individual has a different perception in seeing certain objects. Likewise, when a man is about to get along with a woman, the first thing the man is looking at is the physical appearance. Everyone tries to have an appearance that fits with the social situation, as to get positive judgments from others. Question about physical appearance is often an important issue for women, that is, whether she is more beautiful and interesting than others [Utami \(2009\)](#). Physically appealing things and industrial developments currently support this theory. There is a trend that women must meet certain, such as physically attractive, intelligent, assertive, and able to work independently, and able to carry out their social role become personal need for women and even a requirement for a job they are doing.

Seeing the criteria applied to women at workplace, there is a tendency that women have a great risk of being sexually harassed. Attractive appearance, according [Suyanto and Hendarso \(2005\)](#) advertently or inadvertently may attract the attention of men. Likewise, assertive, confident, and strong personality of women, accompanied with intellectual ability, and ability to perform social roles well also influence the way men see women.

The forms of male attention are generally based on stereotypes prevailing in the society. For example, sexy women – negative image, silent or indecisive women – never have courage to stand for themselves, intelligent or decently dressed women – must be respected, and others.

According to [Barnhouse \(2008\)](#) there are three factors that affect individuals' perception on someone else's. The first is culture—a culture that rewards high on achievement will perceive one's success as something that must be highly appreciated, yet a culture that sees success simply as a matter of luck will see one's success as something trivial. The second is the people—the basic of one's assessment toward other individuals is the norm in the group, therefore individual's perception depends on how he or she is aware on how the people around him or her give judgment. The third is oneself—the basic of one's assessment toward other individuals depends on their motives, memory, expectations, ego ideal, knowledge, feelings, and individual's own mind.

Men' perceptions on women's self-image are closely related to sexual harassment done by men. According to [Suyanto and Hendarso \(2005\)](#) as long as men consider that men must enjoy women's beauty and body as a Divine gift, sexual harassment will continue to happen.

In modern society, women presenting themselves as in such good manners, such as being polite and dress modestly, are not infrequently seen as merely cynical; those who present themselves as being sexy and sexually attractive, on the one hand are seen as a very enjoyable object by men, but on the other hand, they are accused as causative for sexual harassment. Men have never been blamed as causative for sexual harassment, especially when related with wrong perceptions on women's self-image causing sexual harassment. What exists in the society these days is that positive perceptions of men, not affected by the culture on the stereotype of women's self-image, will help to avoid sexual harassment to women. Conversely, negative perceptions of men, affected by the culture on the stereotype of women's self-image, may trigger sexual harassment to women.

Sexual harassment occurs partly due to a false assumption of men against women. Some men believe that physically attractive women must have a desire to be seduced by men ([Sumera, 2013](#)). According to [Ellis \(2003\)](#) a false and irrational belief or assumption may cause certain behaviors.

Women, however, never expect sexual harassment to happen to them, not even the false assumption, or believe men have. They present themselves beautiful and physically attractive in order to be respected, accepted, and as simply a nature of women to be so. Different perceptions between men and women are the cause of sexual harassment.

## 2.4. Hypothesis

There is a negative correlation between self-image of women with the tendency to experience sexual harassment from the perspective of men; meaning that the higher the self-image of women, the lower the tendency for them to experience sexual harassment, and conversely, the lower the self-image of women, the higher the tendency for them to experience sexual harassment.

## 3. METHODOLOGY

### 3.1. Population, Sample, and Sampling Techniques

The subjects of the study were 100 men from various backgrounds. They were the public service providers (drivers, conductors, pedicab drivers) as many as 23 people, entrepreneurs (traders and businessmen) as many as 19 people, employees as many as 16 people, university students as many as 16, and educators (lecturers, teachers) as many as 17 people in Jombang, a town in East Java Province.

The sampling technique used was incidental sampling. Members of the research sample are chosen coincidentally, anyone happening to be found in certain places, such as bus or train stations; popular places for young people to hangout; markets; street vendors; the town square; food stalls, cafés, or restaurants where employees of private-owned enterprises eat; the area near the campus UNDAR Jombang; shopping centers; fitness centers, and so on. The reason the researcher uses the sampling technique mentioned above is due to the nature of the infinite population.

### 3.2. Identifications of Research Variables

The variables involved in this study consist of (a) the independent variable, namely men's perception of women's self-image, (b) the dependent variable, namely sexual harassment tendency, (c) co-predictor, namely age (variable statistically controlled).

### 3.3. Operational Definition and Measurement of Variables

#### a. Sexual Harassment Tendency

Sexual harassment tendency is operationally defined as the potential of men in the forms of desire and attitude of supporting or agreeing any sexually suggestive behaviors, which are non-reciprocal (not getting positive responses) in nature demanding women of functions beyond their function as employees, friends, intimate friends, subordinates, or students which make women feel irritated, angry, depressed, anxious, scared, uncomfortable, unsafe any unsecured feelings. The aspects related to sexual harassment tendency are developed into 51 items, consisting of (1) eight items on staring or seeing, (2) six items on touching, (3) sixteen items on sexual comments (obscene), (4) four items on forcing date invitation, (5) seven items on sexual intercourse demands, (6) six items on forcing hugs and kisses, and (7) five items on attempted rape.

Table-1. Blue Print The Scale of Sexual Harassment Tendency

Indicator	Desire		Behavior		Number of items
	Favorable	Unfavorable	Favorable	Unfavorable	
Seeing	28	42	1,8,15,22	34,39	8
Touching	23,29,35	-	2,9,16	-	6
Sexual comments (obscene)	51,43,46,44	49	3,10,17,24,30,36,40	45,47,48,50	16
Forcing date invitation	-	-	4,11	18,25	4
Sexual intercourse demands	12,19,31,37	-	5	41	6
Forcing hugs and kisses	20,26	38	6,13	32	6
Attempted rape	27	-	7,14,21	13	5
Total	15	3	24	11	51

The measurement procedure was as follows. Sample was asked to fill in the questionnaire with instruction to choose one of the five alternatives provided. The provided alternatives were in accordance with the Likert scale.

Item analysis is conducted to determine the validity of the items in the scale using a computer via the SPS (Statistics Program Series), by Sutrisno Hadiand spacing Yuni Pamardiningasih, Item Analysis Module, Item Validity Test Program, Faculty of Psychology, Yogyakarta, 2000. The results of the analysis showed that the 51 items were entirely valid. Overall validity index moves from 0.254 to 0.814.

### b. Women's Self-Image on Men's Perceptions

Women's self-image on men's perceptions is operationally defined as a form of men's attention, perceptions that are based on their knowledge, experience, or stereotype existing in the society related to things possessed by women such as intellectual intelligence, physical appearance, dresses, personality, professions, skills, wealth, social status, etc.

The aspects related to self-image are developed into 45 items, consisting of (1) nine items on intelligence, (2) eleven items on physical appearance, (3) fifteen items on personality, and (4) ten items on achievement.

**Table-2.** Blue Print The Scale of Women's Self-Image

<i>Aspects</i>	<b>Favorable</b>	<b>Unfavorable</b>	<b>Total</b>
1. Intelligence - Smart - Creative - Precise	1,8,15,22 29,40	35,43,45	9
2. Physical appearance - Beautiful - Attractive - Fashion style	2,9,16,23,3, 10,17	30,36,24,31	11
3. Personality - Assertive - Tough - Not easily give up - Patient - Persistent	4,11,18,25 5,12,19,26	32,37,41 33,38,42 44	15
4. Achievement - Prestige - Wealth - Status	6,13,7,14 21,28	20,27,34, 39	10
Total	27	18	45

The measurement procedure was as follows. Sample was asked to fill in the questionnaire with instruction to choose one of the five alternatives provided. The provided alternatives were in accordance with the Likert scale.

Item analysis is conducted to determine the validity of the items in the scale using a computer via the SPS (Statistics Program Series), by Sutrisno Hadiand Yuni Pamardiningasih, Item Analysis Module, Item Validity Test Program, Faculty of Psychology, Yogyakarta, 2000. The results of the analysis showed that out of 45 items, 31 items were valid, while 16 items were eliminated (item number 1, 7, 15, 16, 17, 18, 23, 28, 29, 31, 32, 33, 37, 38, 43, 45). Overall validity index moves from 0.202 to 0.546.

## 4. THE RESULTS OF DATA ANALYSIS

This study aims to examine the significant relationship of one independent variable with a symptomatic continuum with one dependent variable which also has a symptomatic continuum, as well as statistically controlling one side variable which also has a symptomatic continuum; then the statistical analysis model appropriate for this study is Regression Analysis: Partial Correlation Level 1.

The results of the research came from the statistical analysis Partial Correlation Analysis Level 1. The summary of the data analysis can be seen in Table 3 below.

**Table-3.** The Results of Partial Correlation Analysis Level 1

Source	Correlation coefficient	P	Significance
$rx_1y-2$	-0.330	0.001	Very Significant
$rx_2y-1$	-0.070	0.505	Not Significant

Note:

- X1 : Women's self-image  
 X2 : Age  
 Y : Sexual harassment tendency

### Interpretation

1. In the table above, it is known that  $rx_1y-2 = -0.330$ ,  $p = 0.000$  ( $p < 0.01$  very significant) showed that there is a very significant negative correlation between women's self-image (in the perspective of men) with a tendency for women to experience sexual harassment by men after the age of the women was statistically controlled. This means that the higher the women's self-image in the perspective of men, the lower their tendency to experience sexual harassment by men.

2. In the table above, it is also known  $rx_2y-1 = -0.070$ ,  $p = 0.505$  ( $p > 0,05$  not significant) showed that there was no correlation between age with a tendency for women to experience sexual harassment by men.

In addition to statistical analysis to test the hypothesis, the researcher also analyzed the comparison of Mean Empirical (ME) with Mean Hypothetical (MH) on each sub-population which includes the public service providers (drivers, conductors, pedicab drivers), entrepreneurs (traders and businessmen), employees, university students, and educators (lecturers, teachers). The summary of the comparison can be seen in Table 4. The results of Mean Empirical and Mean Hypothetical calculation are presented in Appendix 11.

**Table-4.** The Comparison of Mean Empirical (ME) and Mean Hypothetical (MH)

Sub Population	ME	MH	Conclusion
1. the public service providers	139.63	153.00	Low
2. entrepreneurs	138.68	153.00	Low
3. employees	121.19	153.00	Low
4. university students	140.86	153.00	Low
5. students	224.10	153.00	High
6. educators	219.35	153.00	High

Note:

ME: Mean Empirical

MH: Mean Hypothetical

Based on the results of ME and MH in Table 4, it is known that:

- ME < MH for the public service providers, entrepreneurs, employees, and university students. This means that sexual harassment to women is low among the public service providers, entrepreneurs, employees, and university students.
- ME > MH for students (Senior High School) and educators (teachers and lecturers). This means that sexual harassment to women is high among the students (Senior High School) and educators (teachers and lecturers).

## 5. DISCUSSION

The results of the study showed that the higher men perceive women's self-image, the lower the tendency for women to experience sexual harassment, manifested in the form of declining desire and disapproval of men to commit sexual harassment to women. Conversely, the lower men perceive women's self-image, the higher the tendency for women to experience sexual harassment, manifested in the form of increasing desire and approval of men to commit sexual harassment to women.

The results are consistent with the concept put forward by [Susatiawan \(2007\)](#) is not coordination lost the result of a situation or a cultural construction or a provision of male dominance over women, but it is more as a result of thinking. That is because sexual harassment itself is based on the material aspect of an action degrading of

others sexually, but the basic material cannot stand by itself, without the thought one has in their mind. Therefore, it can be assumed that sexual harassment is there because of the thoughts men have about women.

Men's perception on women's self-image is very influential toward sexual harassment to women. According to [Suyanto and Hendarso \(2005\)](#) as long as men consider that men must enjoy women's beauty and body as a Divine gift, sexual harassment will continue to happen. In addition, as long as the assumption that women are weak and cannot fight men back, that women by nature are simply an object to satisfy men's desire, that women are stupid or less capable than men, and that women are not able to be independent, a tendency of women to be seen simply as a butt of men will continue to exist there is need to avoid repetition of this quote-to find better way of avoiding monotony. As the result, sexual harassment to women will always take place.

The high number of sexual harassment incidence is the manifestation of men's responses which in nature degrading missing word women. These responses are mostly affected by the existing stereotypes in the society. As an example, we tend to think that women putting too much make-up or wearing fancy dresses want to get men's attention and be seduced by men, that weak women will never able missing word to fight men back, that indecisive women are not able to reject any temptation, that stupid women are easily defeated, and so on. On the other hand, men's appreciation toward women are also influenced by their thoughts—that smart women and decently dressed women must be appreciated, assertive women can put men in embarrassing situation, independent women are not afraid of taking risks, and so on.

Women who have high self-image in terms of intellectual ability in the form of intelligent behavior, creativity, and precision will affect the attention of men to them. The attention can be in the form of appreciation and respect, as these women's qualities are needed, end so on.

Men generally perceive women who have high self-image in terms of personal appearance in the form of fashionable dress and attractive appearance as a figure that must not be underestimated, but must be appreciated and respected. However, according to [Ellis \(2003\)](#) a false and irrational belief or assumption may cause certain behaviors. Some men believe that physically attractive women must have a desire to be seduced by men ([Sumera, 2013](#)). Some others believe that God creates women for men to seduce because it is a form of attention that men give to women, and women expect so by presenting themselves attractive or beautiful.

Women who have high self-image in terms of personality that appears in the form of properties such as assertive, confident, courageous in expressing their thoughts, feelings, and desire, are able to reject or say 'no', are rigid, and are not easily tempted by men, and trying to sexually harass these women poses a rather high risk for men as these women might attack men back and put men in such embarrassing situation.

According to Thorndike indicate year, is it Thorndike or what? (in [Walker Edward \(2003\)](#)) an undesired behavior will stop when it receives negative consequences (punishment), and the vice versa, desired behavior will continue or likely to be repeated when it results in a positive response (reward). Sexual harassment will stop when it poses a risk of punishment in the form of rejection or disapproval, head shaking, assertiveness, courage to fight back. According to [Berne \(2002\)](#) situation or interpersonal relationships will end when an individual uses ego states not desired by the party he or she is communicating with or interlocutors. Opposite ego-status is negative reinforcement for communicator, so the situation is undesirable by the perpetrator (male). Such unwanted ego status may be an adult ego status with firm, serious, and rational characteristics.

Men will respond positively to women who have high self-image in term of achievement that appears in the form of economic independence and higher or equal position at work to men. Women with good performance are no longer regarded as number-two citizen and deserve equal chances with men. Men will not underestimate women having great achievement, so sexual harassment may never happen to these women.

The results of this study also showed that sexual harassment tendency in students (high school) is high (ME > MH). This is in accordance with the opinion of [Hurlock \(2001\)](#) that interest to opposite sex begins to appear in adolescence. It can take the form starting to pay more attention to the appearance of women, desire to attract



women with seductive manner, and desire satisfy sexual drives to women by way of flirting, touching, dating, invitation of doing sexual activities, and others.

Besides, the results of the study also showed that the sexual harassment tendency among education community (professors and teachers) is high ( $ME > MH$ ). According to Ansori (2014) written in the Surya Daily on December 26, 2014, the data in East Java shows that teachers are most frequent sexual abuse perpetrators—they committed 47 cases out of 96 cases of sexual harassment. This is due to lack of attention and decisive action from parents. On the one hand, teachers sometimes do not realize that their actions belong to the category of sexual harassment. In addition, the relationship between teachers and students is seen as compliance relationship.

Female college students do not dare to fight against the desire of their male lecturers or teachers because they have to obey their educators. It can be said that the seduction male educators send to their female students do not pose a serious risk.

According to Thorndike (in Walker Edward (2003)) an undesired behavior will stop when it receives negative consequences (punishment), and the vice versa, desired behavior will need to state this in a way that does not show repetition/monotony continue or likely to be repeated when it results in a positive response (reward). Forms of sexual harassment on campus generally are forcing date invitation from teachers to students. Lecturers with their power to control test scores often ask female students to meet them somewhere. Students who are helpless (have no power to say no) are forced to meet the demand of lecturers for not wanting the risk of bad exam write in full scores.

The results of the study also show that among public service providers, entrepreneurs, employees, and university students, the tendency of sexual harassment is low ( $ME < MH$ ).

This is because drivers, conductors, pedicab drivers, traders, and businessmen fear of losing customers or users of their services if they do not behave decently. Employees do not have the desire to conduct sexual harassment because they tend to keep the prestige of the agency or the company where they work, in addition to the risk of being reported to supervisors of the agency or company. University students do not want and do not approve sexual harassment behaviors to women because the relationship between them and women is not authoritarian in nature that demands compliance. Besides, there is a tendency to maintain students' self-image as a courteous, thoughtful, respecting others, and so on.

## 6. CONCLUSION

Based on the results of the analysis, it is shown that the proposed hypothesis is accepted, i.e. there is a high significant negative correlation between women's self-image (by men) with a tendency of women to experience sexual harassment.

This means that the higher men perceive women's self-image, the lower the tendency for women to experience sexual harassment, manifested in lack of desire and disapproval of men to commit sexual harassment to women. Conversely, the lower the self-image of women perceived by men, the higher the tendency for women to experience sexual harassment, manifested in the desires and approval of men to conduct sexual harassment to women.

## 7. SUGGESTIONS

Based on the research results and discussion, some suggestions are given for men and women:

### 1. For women

Improving self-image is a way that can be taken so that women do not experience sexual harassment from men. Women perceived as having high self-image by men would discourage the desire of men to seduce. Women can do the followings as to improve their self-image: (a) increasing the intellectual capability by exercising more on their intelligent behavior, creativity, problem solving ability, and by being prominent in the academic field, etc.; (b) presenting themselves as being polite, beautiful, fashionable, and attractive as to gain more dignity and respect from men; (c) showing assertive personality (being brave, dare to say 'no', dare to refuse), tough, resilient, and not easily

tempted; and (d) having great achievement as to be able to work and gain economic independence, and being skillful in certain areas as men.

## 2. For men

Some men are abusive to women; especially those who feel superior to women and who think that conducting sexual harassment to women poses no or low risk because women are weak and obey men. Conditions that allow men to feel and think this way is the pattern of relationships between superiors and subordinates, employers and employees, teacher or lecturers and students.

Men should be aware that not all women like to be treated in such sexually suggestive connotations; they can feel humiliated, depressed, annoyed, embarrassed, scared, uncomfortable, and losing motivation to work when it happens in the workplace.

Increasing knowledge about women in a way of reading a lot of books about women can change the perceptions of men whose generally influenced by stereotypes in society about women that are in fact not all true. Men will see women positively when their perception is based on right knowledge about women. Positive views of men to women will remove the desire to harass women and change the attitudes of men to disapprove the actions of sexual harassment to women.

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