

IUM Journal of Case Studies in Management

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Aim and Scope of the Journal

The *IUM Journal of Case Studies in Management* is an internationally refereed journal published twice yearly by the Graduate School of Management, International Islamic University Malaysia. The journal is dedicated to the development and promotion of case studies in the field of management and related disciplines for the purpose of enhancing our knowledge and understanding in the areas. Cases selected for publication are expected to deal with important issues related to the discipline, which may be used, among others, by instructors of Master of Business Administration and Master of Management programmes. Special consideration will be given to cases that deal with management issues in the Asia-Pacific region. Cases based on both research and secondary sources, will be considered. Also, papers on case writing, case teaching and case analysis will be accepted for publication. Occasionally the journal will publish empirical papers on current issues in management.

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Teaching Notes of the Case Studies, published in this issue, are available ONLY to lecturers and trainers. Please send your request to the Editor-in-Chief (rislam@iium.edu.my) giving details of your job position and institutional affiliation using your institutional email address.



Editorial Note

Abd Alrahman Orabi and Arif Hassan's case highlights an abusive behaviour of a lady boss. She believes in Theory X styled management and thinks that employees must act as they are instructed. She is a boss who will come to office late afternoon and remain until late evening and none can dare to leave until she leaves the office. Often she screams, uses abusive language on her employees. Ali, a fresh graduate who had high potentials and could have done well for the company, left his job barely after a month of working at the company.

Despite an organisation's best efforts in taking preventive measures, cases of sexual harassment still occur in organisations. Loshinee Vasudevan and Nomahaza Mahadi depict an interesting case on sexual harassment in a Malaysian organisation. The readers can find how an innocent lady's job was unfairly terminated despite the fact that she was a good performer. The case underscores the importance that organisations need to be more careful and thorough in dealing with delicate issues of sexual harassment.

The last case, by Neeraj Jain, albeit a short one, highlights some important issues in organisational behaviour in the setting of a university.

Prof. Dr. Rafikul Islam

Editor-in-Chief