

KAHV INTERNATIONAL JOURNAL OF ECONOMICS, COMMERCE &
BUSINESS MANAGEMENT

**GENDER DISCRIMINATION AT WORK PLACE & ITS
IMPACT ON EMPLOYEE'S PERFORMANCE**

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Abstract

This research paper explores the level of gender discrimination at workplace & its impact on the employee's performance. The data was collected via questionnaire and in-depth interview from randomly selected from top 5 private educational senior secondary schools operating within Gurgaon region. The analysis & finding shows that females are discriminated more than males in private schools. The impact of gender discrimination on satisfaction & motivation, commitment & enthusiasm and stress level was assessed through Likert scale and z test. The

results showed that gender discrimination decreases satisfaction, motivation and commitment & enthusiasm level of employees, and increases the stress level in the employees.

Keywords: Gender Discrimination, Workforce, Satisfaction & Motivation, Commitment& Enthusiasm, Stress Level.

Introduction

The word Gender is originally derived from Latin word Genre which means kind, race. Gender is defined as the status of being male, female or neuter also individual's external appearance and behaviors associated to that belief, together with their gender functions and roles (Webster). The word discrimination is also a Latin word and it is defined as unmerited behavior by individual for a human being, ethnic group, class, etc; act based on discrimination. Gender discrimination refers to inequality among individuals because of their gender. It is a situation in which someone is treated less well because of their gender, usually when a woman is treated less well than a man. Because of gender discrimination, girls and women do not have the same opportunities as boys and men for education, meaningful careers, political influence, and economic development. In some societies, this practice is ancient and tolerable to both genders. Certain religious groups hug

gender discrimination as part of their belief. On the other hand, in most developed nations, it is either illegal or generally measured wrong (Bukhari&Ramzan, 2013) .

Gender discrimination at the workplace happens when employees are treated in a different way just because of they belong to particular gender and it also affects terms and benefits of employment. For instance change in position, difference in pay, change of title, appointment and termination, promotions etc. Gender discrimination happens from employee but also it can be observed from some colleagues. Marital Status, motherhood, pregnancy or expectation are common causes for Discrimination against female. On the other hand sexual orientation is considered as reason for male discrimination (TAYLOR).

Gender discrimination is not only biologically determined but it is determined by socially and the discrimination can be changed by proper and perpetuate efforts.

The gender discrimination may exist in various dimensions which include hiring discrimination, differences in salary and wages, discrimination/differences in promotion and inequity related to different goods and facilities provided to different gender. Employee is a back bone of the organization that performs critical tasks for the survival of the organization and employee productivity affected by

gender discrimination. Therefore this study is designed to investigate gender discrimination and its effect on employee's performance.

Literature Review

Erik et al., (2006) have conducted the research on whether women are discriminated through sticky floor or glass ceiling effects in Sweden. They have found through their research that women in Sweden suffer more from sticky floor effects than glass ceilings. Their study also showed that women with small children face a largest gender penalty in careers. Gender penalty is larger for younger and older women and less for middle aged women. There was no any empirical support in their study that women have lesser career opportunities in the private sector than in public sector, relative to men.

Susan et al (1998) have focused on the work place gender discrimination rational bias theory. According to this theory, decision makers may choose to discriminate if they believe that their superiors or others having power over their careers expect or prefer it. The findings of their research showed that businessmen discriminated women and people at the top of the organization are most biased against women than people at the bottom. Their study has also confirmed that management support

discrimination, though those discriminations were less than the findings of earlier research, reflecting increasing equal opportunity. It was also confirmed through their research that the discrimination is more because of external pressures than from internal.

Habib (2000) has studied the effects of Brick Wall and Glass ceiling in public administration of Bangladesh. His analysis has shown that women are discriminated in civil services of Bangladesh from entry to the higher posts (Glass Ceiling). Social cultural factors are the principal stumbling blocks and build a wall for entry of woman into civil services. Their career path was hindered by the impediments of the systematic and attitudinal reasons. Government laws and regulations in this regard are proving ineffective. However, that discrimination was not for the women who came from upper class. This disparate treatment against women had implications for their morale, motivation and performance.

Uzma (2004) found out that identity is created through the society, environment and parents. It is a two-way process - how people view you and how you view yourself. Attitude of parents towards their children formulate their identity. Parents usually consider their daughters as weak, timid, and too vulnerable; they

need to be protected by the male members of the society. Because of this reason females cannot suggest or protest. This is the first step of subjugation and suppression. According to her; even the educated females have the double identity – professional and private. Another finding of her research was that the income of the women is not considered as the main financial source for the family, but as supplementary to the income of their males. She also found that those results were not valid for the upper and advanced families, where complete freedom is given to their females.

Adhikari (2014) she conducted research on five IT companies of lucknow .She find no significant difference in the performance of different gender employees(male, female) and there is significant level of discrimination at work place female workers are discriminate they are under paid and get less rewards as compare to men which decrease motivation and moral which effect their productivity.

Objectives

This paper is an attempt to find out the degree of gender discrimination in private schools. Usually numbers of females are more than numbers of males' teachers in

private schools. Besides these females are more discriminated than male employees in terms of salary, promotion etc.

The main objectives of this paper are:

- To study the ratio of work performance of male and female employees
- To find the degree of gender discrimination existing at workplace

Research Methodology

This is a descriptive research that studies various aspects of male and female work performance, discrimination done in incentives granted and impact of level of discrimination on organizational productivity and employee performance. Data regarding employee performance was collected from 10 private schools in Gurgaon, in which 5 male & 5 female, employees from each school were asked to fill the questionnaire. So the sample size was 100 comprising of 50 males and 50 females. Other vital statistics regarding incentives granted and Project performances were collected via depth-interviews with concerned people and other sources like internet. The male and female statistics were then separately studied and compared with

college's performance statistics to draw various inferences.

Data Interpretation:

To evaluate the work performance of male and female professionals from various schools, their following attributes were considered:

- Regularity and timeliness
- Quantity of work
- Quality of work
- Inter-personal relationship
- Extra efforts made

And thus the following means were obtained.

School-wise work performance of male & females

	M	F
Regularity & Timeliness	80	77.6
Quality of work	80.2	86
Quantity of work	77.4	66.8
Inter-personal Relationship	69	86

Extra Efforts	82.4	73.6
Mean Work Performance	82.8	79.4
Performance Ratio	2	1.95

The above table shows that males employees score is higher in terms of regularity & timeliness,

Quantity of work, extra efforts and mean work performance. Whereas females employees score is higher in quality of work & Interpersonal Relationship. That's why females employees are more preferred in school.

Degree of Discrimination at Work place analysis

Mean discrimination in terms of Percentage of various incentives

Mean values	%
Discrimination in Monetary Incentives	3.82
Discrimination in Promotions	18.40
Discrimination in Project Leads	21.58
Overall Discrimination	14.60

The above table depicts the Variation in terms of Percentage, where the Mean discrimination shows that females are highly discriminated in project leads.

Discussion

Q1 Do you feel comfortable with male/female employees?

Respondent: It is inferred that 48% women are strongly agree, 49% are agree, 2% are not agree and 1% are neutral. Whereas 64% males are strongly agreed, 28% are agreed, 4% are not agree and 4% are neutral.

Q2 Do you feel male/females employees are getting promotion faster than you?

Respondent: Surprise results have been drawn. 98% females are strongly agreed that males have more promotions as they can be easily shifted. While 2% are neutral. Whereas 95% males strongly agreed that females get promotion in schools. They said 85% private schools have only female principals. While 15% are agreed.

Q3 Do you think male/female employees are getting more benefit than you?

Respondent: 85% females employees strongly agreed. They said males get benefit in terms of extra duties. 10% females are neutral. While 88% males said that females are more benefited in terms of salaries, stay back duty and bus duties. While 10% males are agreed only. 2% are neutral.

Q4 Do you ever lose any job because you were a female candidate?

Respondent: 96% strongly agreed on this, while 3% are agreed and 1% are not agreed. 96% said that they have to give up their opportunities due to job pace is too far or out of station and family reasons.

Q5 Do you think your organization have gender inclusive culture?

Respondent: 55% females are strongly agreed, 36% are agreed, 4% are not agreed while 5% are neutral. Whereas 89% males are strongly agreed, 11% are agreed. Males strongly believed that females get priorities in selection.

Q6 Do you think males/females are getting more salary than you for the same work?

Respondent: 74% females are strongly agreed, 20% are agreed whereas 5% are not agreed and 1% are neutral. 90% males are not agreed, they said that

females are always ready for job in less salary. They also argued females have fewer responsibilities for the finance of family so they are happy in what they are getting. 5% males are agreed while 5% are neutral.

FINDINGS:

On the basis of questionnaire and personal investigation it can be concluded that in school sector females are more discriminated in terms of salary. Whereas males are discriminated in terms of selection and promotions. Female's teachers are preferred due to their soft heart and they are ready to work in fewer amounts because they don't have any primary financial responsibilities. But they always feel stress, less motivated. Due to this their productivity is very less. In spite of all of this they like to engage in their selves in school job because of less working hour of job & more holidays.

Conclusion & Suggestions:

On the basis of above study it can be concluded that females are more discriminated. Despite an insignificant difference in the work performance of male and female employees, the females are considerably under-rewarded

and under estimated. The gender discrimination has contributed to gender wage differentials and is higher in terms of non-monetary incentive. The discriminated Victims of gender discrimination lose motivation and morale necessary to perform their jobs effectively and tend to give their low performance, If we eliminate gender discrimination, women will deliver all the potentials, skills, knowledge to develop the family, the nation and the whole world. However after facing discrimination females are performing well in education field. Only due to their dedication, kind heart & mother touch employers prefer female's teachers specially at the primary level.

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