

#### (Cleveland et al., 2004) Gender Discrimination in Organization

In the workplace, men and women are treated differently. Women are sometimes treated unfairly in comparison to men. Although male and female employees may arrive at work with some inherent gender differences that explain why they are treated differently, discrepancies in treatment between men and women are frequently due to erroneous perceptions of differences. As a result, it's critical to keep track of the different types of gender discrimination that occur in the workplace, as well as the psychological processes that lead to gender discrimination. However, it is also the objective of the author that a restricted focus on establishing gender prejudice and discrimination within the temporal, physical, and social limits of the workplace obscures some significant variations in how men and women experience work.

This article targets and talks about the sensitive issue that is gender discrimination and it takes the perceptions and the remarks of both the genders in order to understand their experience of the work. It targets and highlights the psychological factors behind gender discrimination and the psychological affects it has on the victims and provides a forum for psychologists with an in depth understanding of the phenomenon. One limitation of this article would be that this research was conducted a long time ago and some of the information or findings of this article can be considered as outdated.

#### (Ali et al., 2011) Gender Discrimination in workforce and its impacts on employees

This research article looks into the subject of gender discrimination in the workplace and how it affects employee satisfaction, motivation, commitment, and excitement, as well as stress levels. 526 males and females from public and private health and education departments in Hyderabad and Jamshoro districts completed a closed-ended questionnaire. The independent samples t test was used to assess gender discrimination in the workplace. In private organizations, females were discriminated against more than males, according to the findings. The effect of gender discrimination on contentment, motivation, commitment, and excitement, as well as stress levels, was measured using the Pearson product moment correlation co-efficient. The findings reveal that gender discrimination reduces employee happiness, motivation, dedication, and excitement while also increasing stress levels. This article talks about effects of gender discrimination on the employees and how it affects the morale and the productivity of the employees. It also provides statistical data that increases its validity. The greatest value that this article provides us is that this research was conducted in Pakistan. it was conducted in Pakistani culture which makes it more generalizable in Pakistan and its findings much more accurate.

#### (Kim, 2014) The Effects Of Gender Discrimination In Organization.

Because workplace discrimination against women is often considered as having a detrimental influence on quality of life, systematic managerial attempts to avoid it have been implemented. However, in Asia, where uneven treatment of women is generally tolerated, there are little studies on whether or how this discrimination affects subjective well-being. Our research investigates whether discrimination against women, as perceived or experienced, has a consistent impact on two types of subjective well-being: job satisfaction and work engagement. It will look at how the impact varies depending on the type of discrimination, as well as what sorts of moderators and how they interfere to alter the effect on subjective well-being. Discrimination has detrimental consequences on these two types of

subjective well-being, according to empirical findings from three-wave panel data with a sample of 5987 female workers.

This article and research create awareness for the readers that discrimination is not limited to one country but is a global issue. It primarily focuses on two very important subjective well-beings for any employee that is: job satisfaction and work engagement. Now the sample of this study is very large in number which makes this study more and more generalizable and it also keeps into considerations a very important variable that also influences these well-beings that is the dimensions of discrimination.

(Stamarski & Son Hing, 2015) Gender Inequalities In The Workplace: The Effects of Organizational Structures, Processes, Practices, And Decision Makers' Sexism

Gender disparity in the workplace is a multifaceted phenomenon that can be found in the structures, procedures, and practices of companies. Human resources (HR) practices are where some of the most damaging gender inequities are imposed for women. This is because HR practices (i.e., policies, decision-making, and implementation) have an impact on women's hiring, training, remuneration, and advancement. We present a gender discrimination in HR model that stresses the reciprocal nature of gender inequalities within businesses. Gender discrimination in HR decision-making and practice comes from gender inequities in larger organizational structures, processes, and practises, according to the authors. Leadership, structure, strategy, culture, organizational climate, and HR rules are all part of this.

This article primarily focuses on the inequality of both genders and which department in an organization is it most likely to happen. According to this article, mostly discrimination in an organization against women is conducted in the HR (Human Resources) department. The author also claims that the roots of this discrimination stem from the structure, culture and environment of the organization. One major limitation of this article is that it primarily focuses on inequality and the reasons for inequality and not so much on discrimination.

(Thrassou, n.d.) Managerial and Entrepreneurial Developments in the Mediterranean Area

Regardless of gender differences (male/female), employees execute vital duties for the organization's survival. The goal of this research is to contribute to crucial elements and dimensions of gender discrimination that influence employee performance and productivity. Gender discrimination in employment, promotion, and facilities are the three dimensions of gender inequality examined in this study. The information was gathered from 200 front-line managers in Pakistan's telecom sector in order to determine the impact of prejudice on employee performance. Correlation and regression analysis are the statistical tools used to analyse the data. Gender discrimination in employment, promotion, and facilities are three dimensions of gender discrimination covered in this study. The degree of employee performance is more influenced by gender discrimination in promotion and facilities. The paper proposes rules for Human Resource Managers to follow in order to prevent discriminatory behaviours from negatively impacting employee performance and productivity.

This article talks about the effects of discrimination on an organization and how the productivity of an employee suffers due to this. One very major weakness of this article is that it is focused on a single industry and not on the overall issue of discrimination in the country. It is focused on only one industry. The sample for this study is low compared to other studies mentioned above. Provides information regarding discrimination in various

departments of an organization such as facilities, hiring and promotions. It also provides statistical data in correlation with productivity and discrimination.

Works cited:

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