

Effects of Gender Discrimination on an Organization

Abdullah Shahid

221-439120

WRCM 102

Controversy Analysis Paper

Adeel Khalid

Introduction.

Gender discrimination is when a person or a group of people is treated unfairly or unfairly because of their gender. Sexual harassment is a form of gender discrimination that is against the law. Gender discrimination occurs when an individual is treated differently in academia or extracurricular activities, academic programmes, discipline, classroom assignments, class enrollment, physical education, grading, and/or athletics because of his or her gender. Now the real question is that can gender discrimination affect an organization? The answer to this question is it affects the organization by causing low morale of the employees. It reduces the efficiency and the overall performance of the company and any sense of unity and trust between the coworkers is lost. According to a TNS Research Surveys research, 68 percent of American women believe that gender discrimination occurs in the workplace. Despite the fact that the Civil Rights Act and the Equal Pay Act were passed more than 50 years ago, millions of women across the country still believe they are refused promotions and pay hikes, harassed by bosses and coworkers, and not treated equally to their male counterparts. (Harrington-Sullivan, 2016)

Literature Review:

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

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 coefficient. 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.

Conclusion

No one should have to deal with workplace discrimination because of their gender. Gender imbalance in the workplace has a number of harmful consequences. That can be evident in HR practices (policy, decision-making, and implementation) that affect women's hiring, training, remuneration, and advancement. Gender inequalities in broader organizational structures, processes, and practices, including HR policy but also leadership, structure, strategy, culture, and organizational environment, we argue, lead to gender discrimination in HR-related decision-making and the enactment of HR practices. Furthermore, discriminatory HR policies should have reciprocal impacts, such that gender inequalities in company leadership, structure, strategy, culture, and climate are perpetuated. It's critical to act quickly if you or someone you know has been subjected to workplace gender discrimination. In writing, notify your employer's human resources department of the prejudice and retain a copy for your own records.

Bibliography

Harrington-Sullivan, K. (2016, 11 02). *THE NEGATIVE EFFECTS OF GENDER DISCRIMINATION*.

Retrieved from Barrett & Farahany :

<https://www.justiceatwork.com/resources/2016/november/the-negative-effects-of-gender-discrimination>

Ali, Z., Abbassi, Z., & Ujan, I. A. (2011). Gender Discrimination in Workforce and its

Impact on the Employees. *Pakistan Journal of Commerce and Social Sciences*, 5.

Cleveland, J. N., Vescio, T. K., & Barnes-Farrell, J. L. (2004). Gender Discrimination in

Organizations. In *Discrimination at Work*. Psychology Press.

Kim, S. (2014). The effect of gender discrimination in organization. *International Review of Public Administration*, 20, 51–69. <https://doi.org/10.1080/12294659.2014.983216>