

Effects of Gender Discrimination on an Organization

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Controversy Analysis Paper

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Introduction.

When a person or a group of people is treated unfairly or unfavorably because of their gender, this is known as gender discrimination. Sexual harassment is one of several types of gender discrimination that is illegal. Gender discrimination occurs when a person is treated differently because of his or her gender in academics or extracurricular activities, academic programmes, discipline, classroom assignments, class enrollment, physical education, grading, and/or athletics. 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 study conducted by TNS Research Surveys, 68 percent of American women believe that employment discrimination happens. Even though the Civil Rights Act and the Equal Pay Act were passed more than 50 years ago, millions of women think they are being denied promotions and pay raises, harassed by bosses and coworkers, and not treated similarly to their male counterparts. (Harrington-Sullivan, 2016)

Literature Review:

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

Men and women are treated differently in the workplace. In comparison to men, women are often unfairly treated. Although there are some underlying gender differences that explain why men and women are treated differently at work, disparities in treatment between men and women are frequently attributable to erroneous perceptions of differences. As a result, it's vital

to keep track of the many types of workplace gender discrimination and also the psychological processes that contribute 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 genders in order to understand their experience of the work. It targets and highlights the psychological factors behind gender discrimination and the psychological effects 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 outdated.

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

The impact of gender discrimination in the workplace on employee happiness, motivation, dedication, and excitement, as well as stress levels, is explored in this research article. A closed-ended questionnaire was completed by 526 males and females from public and private health and education departments in Hyderabad and Jamshoro districts. Gender discrimination in the workplace was assessed using the independent samples t-test. Females were discriminated against more than males in private organizations, according to the findings. The Pearson product-moment correlation coefficient was used to calculate the influence of gender discrimination on contentment, motivation, commitment, and enthusiasm, as well as stress levels. Gender discrimination affects employee satisfaction, enthusiasm, devotion, and excitement while also increasing stress levels, according to the research.

This article talks about the effects of gender discrimination on the employees and how it affects the confidence 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 widely regarded as having a negative impact on women's quality of life, systematic managerial efforts to eliminate it have been established. However, in Asia, where unequal treatment of women is usually permitted, few research have been conducted to determine whether or whether this discrimination has an impact on subjective well-being. Our study looks into whether perceived or actual discrimination against women has a consistent impact on two types of subjective well-being: job satisfaction and work engagement. It will look at how the impact varies based on the type of discrimination, as well as what types of moderators exist and how they interact to affect subjective well-being. Discrimination has detrimental consequences on these two types of subjective well-being, according to verifiable findings from three-wave panel data with a sample of approximately 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-being 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 consideration a very important variable that also influences these well-beings that is the dimensions of discrimination.

Conclusion

No one should have to deal with gender discrimination in the job. Workplace gender imbalance has a few negative repercussions. Women's hiring, training, salary, and progression are all affected by HR practices (policy, decision-making, and implementation). We believe that gender inequalities in broader organizational structures, processes, and practices, such as HR policy but also leadership, structure, strategy, culture, and organizational environment, lead to gender discrimination in HR-related decision-making and the implementation of HR practices. Discriminatory HR practices should also have a reciprocal effect, perpetuating gender disparities in corporate leadership, structure, strategy, culture, and climate. If you or someone you know has been victim to workplace gender discrimination, you must move promptly. In writing, notify your employer's human resources department of the prejudice and retain a copy for your own records.

Bibliography

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