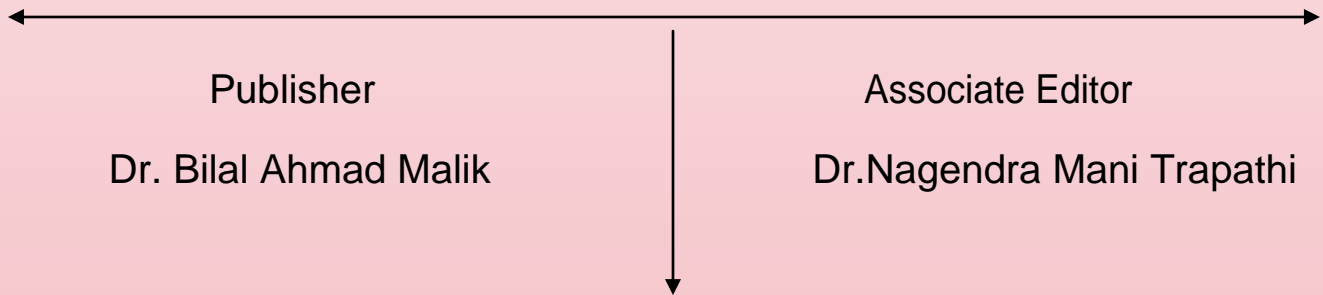


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## GENDER DISCRIMINATION IN WORKPLACE: A SIGNIFICANT IMPACT ON EMPLOYEE'S PERFORMANCE

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### ABSTRACT

The researcher came up to this study entitled: Gender Discrimination In Workplace: A Significant Impact on Employees Performance because of the curiosity why male employees are often promoted than female employees to such top management positions and because of that researcher decided to assess Gender Discrimination in Workplace in selected business establishment in Cabanatuan City.

The findings of this study are based upon the data gathered from the respondents. Descriptive method of research was used by the researcher and the questionnaire served as the instrument for collecting data. As to age, majority of the respondents belong to 36-40 years old and most of them are male. All of them have earned Bachelor's Degree and rendered more than 10 years' service to their company. Majority of them got promoted after a year and after 3 years.

In the four contemporary functions of management such as planning, organizing, leading, and controlling, male employees excels that makes

them often promoted than female employees. And also in terms of work experience it has been found out that male employees are more experienced and more exposed in work fields than female.

In terms of educational attainment, commitment and professionalism, male and female employees are neutral or fair with regards to the above mentioned skills.

The following recommendations were given by the researcher: First, It is recommended that legislature and courts should educate managers, employers and other personnel. Successful educational programs include educating individuals and equipping them with the skills to self-monitor their perceptions. Second top management level should be fair and just in treating their employees particularly when making promotions. Lastly, Female employees should have the mentality that they are not just a subordinate to their male counterparts.

***Key words – Gender Discrimination; Controlling; Leading; Planning; Organizing.***

## I. INTRODUCTION

In an age where we talk about equal rights for men and women, there are still occurrences of people being discriminated because of their gender. Gender Discrimination is not an issue, which one can ignore or tolerate silently. People should realize that gender discrimination at workplace is a serious form of employment discrimination, which should not be discharged. Gender based discrimination is defined as undesirable action or differential treatment against a person that would not have occurred if the person had been of another sex. Gender Discrimination is considered as a serious form of injustice and it is illegal in certain circumstances in most of the countries around the world.

The world of business specifically in the workplace is a common home to gender inequality. Many issues concerning inequality between co-workers especially women exist in the workplace. Although the Sex Discrimination Act (1975) has introduced some major changes in the way men and women are treated in workplace, there is still discrimination.

The objectives of this research is to: study gender bias in workplace and focus on the distinction made between man and woman in a working environment on the basis of professionalism, integrity and respect and gauging this phenomenon has decreased with the passage of time and

awareness or if it has become worse and to gain knowledge and insight about various factors which result in Gender Discrimination and the problems and hurdles which women face in today's work environment.

## II. STATEMENT OF THE PROBLEM

The study specifically intends to know:

1. How may the profile of the respondents be described base on:

- 1.1 Name
- 1.2 Age
- 1.3 Position
- 1.4 Gender
- 1.5 Educational Attainment
- 1.6 Length of service in the company
- 1.7 Period of Promotion Grant
- 1.8 Monthly Salary

2. How may the following functions make male employers often promoted than female with regard to:

- 2.1 Planning
- 2.2 Organizing
- 2.3 Leading
- 2.4 Controlling

3. Do the skills of managers vary according to:

- 3.1 Work Experience

- 3.2 Educational Attainment
- 3.3 Commitment
- 3.4 Professionalism

**IV. FINDINGS**

**1. PROFILE OF THE RESPONDENTS**

4. What are the implications and significant impact of this research in female managers of selected business establishment in Cabanatuan City?

**III. RESEARCH METHODOLOGY**

In this study, the researcher made used of the descriptive method of research. According to (Calderon, 2007) descriptive method of research is a fact-finding study with adequate and accurate interpretation of data. It describes with emphasis what actually exist such as the current condition of the phenomenon.

Descriptive research describe what is and is concerned with the condition or relationships that exist, practices that prevail, processes that are ongoing or trends that developing (Manuel and Mendel, 1990).

The researcher used the descriptive survey type of descriptive research, because the researcher intended to gather relatively limited data from a relatively large number of cases. Another reason is that a survey is useful in improving the value of fact and focusing attention on the most important things to be reported. In addition it is appropriate to be applied because it deals only with a portion of the population.

**TABLE 1**  
**Profile of the respondents**

<b>Description</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Age</b>		
20-25	0	0%
26-30	2	13.33%
31-35	2	13.33%
36-40	7	46.67%
41- above	4	26.67%
<b>TOTAL</b>	<b>15</b>	<b>100%</b>
<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
Male	8	53.33%
Female	7	46.67%
<b>TOTAL</b>	<b>15</b>	<b>100%</b>
<b>Description</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Educational Attainment</b>		
Bachelor's Degree	15	100%
Master's Degree	0	0%
Doctorate Degree	0	0%
<b>TOTAL</b>	<b>15</b>	<b>100%</b>
<b>Length of Service in the Company</b>	<b>Frequency</b>	<b>Percentage</b>
1-3 years	1	6.67%
3-5 years	2	13.33%
5-8 years	2	13.33%
8-10 years	3	20%
More than 10 years	7	46.67%
<b>TOTAL</b>	<b>15</b>	<b>100%</b>

<b>Period of Promotion Grant</b>		
<b>One year</b>	5	33.33%
<b>Three year</b>	5	33.33%
<b>Five years</b>	1	6.67%
<b>Eight years</b>	0	<b>0%</b>
<b>Others</b>	<b>4</b>	26.67%
<b>TOTAL</b>	15	100%
<b>Monthly Salary</b>	<b>Frequenc</b>	<b>Percentage</b>
10,000-20,000	4	26.67%
21,000-30,000	5	33.33%
<b>31,000-40,000</b>	2	13.33%
41,000-50,000	0	0%
51,000 above	4	26.67%
<b>TOTAL</b>	15	100%

Table 1 presents the profile of the respondents. As to age it shows that 46.47% (7) of the respondents were 36-40 yrs. old, 26.67% (4) of the respondents were 40 yrs.-above, and 13.33% (2) of the respondents were 31-35 years old and was tied up with 26-30 years old. This indicates that most of the respondents belong to 36-40 years old. As to gender, the female (46.47%) is closed to the male (53.33%) with the total of 8 for male and 7 for female. As to educational attainment, it shows that 100% of them have earned a Bachelor's Degree. As to length of service in the company, majority of the respondents rendered their service for more than 10 years. As to

period of promotion grant, most of the respondents got their promotion after a year and after. In addition, as to monthly salary most of the respondents got a salary ranges from 21,000-30,000 a month.

**Table II**  
**Functions that make employers often promoted than female with regards to Planning**

<b>Planning</b>	<b>Weigh</b> <b>ted</b> <b>Mean</b>	<b>Verbal</b> <b>Descrip</b> <b>tion</b>	<b>Ran</b> <b>k</b>
Male employers are future-oriented	3.87	Agree	2
Male employers are good programme rs	3.80	Agree	3
Male employers are good in visualizatio n and formation of proposed activities	3.90	Agree	1
<b>TOTAL</b>	3.86	Agree	1

Consideration number 3 got a weighted mean of 3.90 and rated "Agree". This denotes that male employers are good in visualization and formation of proposed activities. Consideration number 1 got a weighted mean of 3.87 and rated "Agree" this implies that male employers are future oriented. Consideration number 2 got a weighted mean of 3.80 and rated

"Agree" this implies that male employers are good programmers. That male employee is good in terms of planning that makes them often promoted than female employees.

**Table III**

**Functions that make male employers often promoted than female with regards to Organizing**

Organizing	Weighted Mean	Verbal Description	Rank
Male employers are more systematic in handling employees	3.70	Agree	2
Male employers are good in establishing relationship with their employees.	3.67	Agree	3
Male employers well delegated their employees to the assign task	3.90	Agree	1
<b>TOTAL</b>	<b>3.76</b>	<b>Agree</b>	<b>2</b>

Consideration number 3 got a weighted mean 3.90 and rated "Agree" this denotes that male employers and delegated their employees to the assigned task. Consideration number 1 got a weighted mean of 3.70 and rated "Agree" this implies that the male employers are more systematic in handling employee. Consideration number 2 got a weighted mean of 3.67 and rated "Agree" this implies that the male employers are good in establishing in relationship with their employees. That male employee is good in terms of organizing that makes them often promoted than female employees.

**Table IV**

**Functions that make male employers often promoted than female with regards to Leading**

Leading	Weighted Mean	Verbal Description	Rank
1. Male employers possess good leadership skills	3.87	Agree	2
2. Male employers are best in motivating and inspiring their employees.	3.90	Agree	1
3. Male employers communicate effectively	3.70	Agree	3
<b>TOTAL</b>	<b>3.82</b>	<b>Agree</b>	<b>3</b>

As the factors observed consideration number 2 got weighted mean 3.90 and rated "Agree" this suggested that male employers are best in motivating and inspiring their employees. Consideration number 1 got a weighted mean of 3.87 and rated "Agree" this

denotes that male employers possess good leadership skills. And consideration number 3 got a weighted mean 3.70 and rated "Agree" this implies that male employers communicated effectively. That male employees are good in terms of leading that makes them often promoted than female employees.

**Table V**

**Functions that make male employers often promoted than female with regards to Controlling**

Controlling	Weighted Mean	Verbal Description	Rank
1.Male employers have high standard in performance of duties	3.80	Agree	3
2.Male employers are good instructors to their employees	3.87	Agree	2
3.Male employers are very effective in taking corrective actions in every undertaking	3.90	Agree	1
TOTAL	3.86	Agree	4

Consideration number 3 got a weighted mean of 3.90 and rated "Agree" this suggested that male employers are very effective in taking corrective action in every under takings. Consideration number 2 got a weighted mean of 3.87 and rated "Agree" this denotes that male employers are good instructors in their employee and consideration number 1 got a weighted mean 3.80 and rated "Agree" this implies that male employers have a high standard of performance of duties. That male employees are good in terms of controlling that makes them often promoted than female employees.

**Table VI**

**Skills of the managers in terms of Work experience**

Work Experience	Weighted Mean	Verbal Description	Rank
Male employers are more experienced in the line of work than female	3.60	Agree	2
Male employers are more competent in a variety of work functions	3.47	Agree	1



than female			
Male employers are more exposed in work fields than female	3.87	Agree	1
L	3.65	Agree	1

female			
2. Male employers are well-learned than female	3	Neutral	1
3. Male employers have high mental capabilities than female	2.87	Neutral	2
TOTAL	2.86	Neutral	2

Consideration number 3 got a weighted mean of 3.87 and "Agree" this suggested that male employers are more exposed to work fields than females. Consideration number 1 got a weighted mean of 3.60 and rated "Agree" that male employers are more experienced in the line of work than female. Consideration number 2 got a weighted mean of 3.47 and rated "Agree" this implies that male employers are more competent in variety in work functions than female. And it shows that male employees possess good skills in terms of work experience than female employees.

As the factors observed, Consideration number 2 got a weighted mean of 3 and rated "Neutral" this denotes that male and female employers were both well-learned. Consideration number 3 got a weighted mean 2.87 and rated "Neutral" which implies that male and female employers have both high mental capabilities. Consideration number 1 got a weighted mean 2.70 and rated "Neutral" which implies that male and female employers were both educated and it shows that they were both possessing good skills in terms of educational attainment.

**Table VII**  
**Skills of the Managers in terms of Educational Attainment**

Educational Attainment	Weighted Mean	Verbal Description	Rank
1. Male employers are more educated than	2.70	Neutral	3

**Table VIII**

**Skills of the managers in terms of Commitment**

Commitment	Weighted Mean	Verbal Description	Rank
1. Male employers are more dedicated to their work than female	3.27	Neutral	1
2. Male employers are more focus in their work than female	3.27	Neutral	1
3. Male employers are more attentive in doing their job than female	3.27	Neutral	2
<b>TOTAL</b>	<b>3.20</b>	<b>Neutral</b>	<b>3</b>

Consideration number 1 and 2 got a weighted mean of 3.27 and rated "Neutral" which implies that male and female employers were both and focus in their work. In addition, consideration number got a weighted mean of 3.20 and rated "Neutral" which implies that male and female employers were both attentive in doing their job and it shows that they both possess good skills in terms of commitment.

**Table IX**

**Skills of Managers in terms of Professionalism**

Professionalism	Weighted Mean	Verbal Description	Rank
1. Male employers are more responsible than female	3	Neutral	2
2. Male employers are more punctual and prepared when at work	3.07	Neutral	1
3. Male employers are more presentable than female	2.9	Neutral	3
<b>TOTAL</b>	<b>3</b>	<b>Neutral</b>	<b>4</b>

Consideration number 2 got a weighted mean of 3.07 and rated "Neutral" this implies that male and female employers are both punctual and prepared when at work. Consideration number 1 got a weighted mean of 3 and rated "Neutral" which also implies that male and female employers were both responsible. Consideration number 3 got a weighted mean of 2.9 and rated "Neutral" which implies that male and female employers were both presentable and it shows that they both possess good skills in terms of professionalism.

## V. RESULTS

Based on the findings of the study, the following results were drawn:

1. Majority of the respondents belongs to thirty six to forty years old and most of them are male. All of them have earned Bachelor's Degree and most of them had been in the service for more than ten years. In addition, majority of the respondents got their promotion after a year and after three years.
2. In the four contemporary functions of management such as Planning, Organizing, Leading and Controlling, Male employees excels, which makes them often promoted than female employees.
3. In terms of work experienced it has been found out that male employees are more exposed in the line of work than female. But in terms of educational attainment, commitment and professionalism, male and female employees were fair.
4. Gender stereotyping leads to discrimination that unfairly provides challenges to women's success in the V. workplace.

## VI. DISCUSSIONS:

In the light of the above results, the following discussions are offered by the researcher:

1. It is recommended that legislature and courts should educated managers, employers and other

personnel. Successful educational programs include educating individuals and equipping them with the skills to self-monitor their perceptions.

2. Top management level should be fair and just in treating their employees particularly when making promotions.

3. Female employees should have the mentality that they are not just subordinate to their male counterparts.

4. A further study along this line is recommended to determine other parameters, not included in this study.

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