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## MARGINALIZATION OF WOMEN IN THE BUSINESS INDUSTRY

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### ABSTRACT

This study dealt with the issue of gender marginalization in the workplace especially in the issue of promotion. The researchers used the descriptive-qualitative method to give insights on gender promotion, employee productivity, and discrimination experienced in the workplace directly affecting their motivation, enthusiasm, and commitment to the organization. This study involved the workforce in the private institutions in Cabanatuan City. The study revealed that males could easily recognize the situation and straight forward in their decision- making and tend to be more hierarchical, direct to the point in dealing and controlling the organization, used less words to get things done, while females were more supportive, approachable, efficient and almost perfectionist in all their undertakings. Further consequences linked to power. Respondents believed in patriarchal leadership that make male more superior, however, on the other hand, women were inclined to

communicate properly in the workplace. The study recommends that men should know how to deal with other people not resorting to age, civil status specially the sex of a person, learn to accept mistakes in a passive way, while women should stick to their decision and be less emotional.

**Keywords:** *workplace, men, women, leadership, promotion, employees.*

### INTRODUCTION

There are many researchers presented the minimal number of women as leader in business industry not only in the country as well as in many countries that really subject for careful analysis on the capacity of women to lead and to handle position. Women are strive hard for the position and leadership ,excel in education ,trainings and the like still men are incomparable in leadership and in handling people. This quite the position of the paper to broaden and capture the heart of marginalizing women specifically in the business industry.

Although there has been progress in empowering female leaders in the workplace, gender equality challenges still plague organizations. Many research has been accomplished in order to find out the differences between male and female leadership styles, the challenges women face in organizations, the traits women have to make and the influence of stereotyping on men and women.

## OBJECTIVES

1. To present the profile of the respondents.
2. To analyze the motivation of the employees in business industry.

## METHODOLOGY

In this study, the researchers 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 and qualitative methods which are developed to have an in depth and extensive understanding of the issues by means of their textual interpretation and the most common types are interviewing and observation.

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) and used the descriptive survey type

of descriptive research, because the researchers intended to gather relatively limited data from a relatively large number of cases.

## The Research Locale

The study was conducted in the selected business organization in Cabanatuan City.

## Sampling Design

The researchers employed purposive random sampling. Purposive Sampling technique means choosing the sample with an underlying purpose. Through purposive sampling, the researchers got respondents from the different business organization in Cabanatuan City.

## Data Gathering Technique

The researchers sought the assistance of respondents to come up with analysis interpretation and conclusions of the study entitled “Marginalization of Women in the Business Industries”

The researchers administered questionnaires to the respondents employed in Cabanatuan City and as a result, it helps in bringing ideas on the subject studied.

Also, the researchers employed personal interviews and observation in some instances, such as when certain information seems not accurate.

## Classification of the Respondents

**Table 1**

Industry	N	n
InfoTech	100	75
Business management	100	66
Hospitality and leisure	100	91
Real estate	100	84
Manufacturing	100	71
<b>Total</b>	<b>500</b>	<b>387</b>

Table 1 shows the classification of the respondents, the expected respondents were 500 who came from the different business industry in Cabanatuan City, however during the retrieval of the questionnaire some were absent and others attended trainings/seminar. Thus the study has a total number of 387 and can be said has a valid number of respondents.

### Research Instrumentation

The research instrument used in data gathering is questionnaire checklist. It is the most appropriate tool in collecting data, all information the researchers want to know are already there and the respondents answered based on the options given.

### Statistical Treatment of Data

The researchers used the following statistical tools.

### Frequency Distribution

It is tabular arrangement of data by classes or categories together with their corresponding class frequencies. Class frequency refers to the number of the observations belonging to a class interval, or the number of the items within the categories a class interval is a grouping or category defined by a lower limit band upper limit (Tan, 2006).

$$P\% = F/N \times 100$$

Where:

P= Percentage

F= Frequency of distribution

N= total number of respondents

Weighted mean: There are times when values are given more importance than other. The mean derived in this case is known as the weighted mean.

The formula that used in computing the weighted

$$WM = WF/N$$

Where:

WM = weighted mean

(WF) = summation of all weights multiplied by the corresponding frequency

n = total number of frequency

### Verbal Description

Scale	Degree of Response	Verbal Interpretation
5	4.50 and above	Strongly Agree
4	3.50 – 4.49	Agree

3	2.50 – 3.49	Undecided
2	1.50 – 2.49	Disagree
1	Below 1.50	Strongly Disagree

Bachelor’s degree	79	20.41
MA units	308	79.59
MA graduate	0	0
Ph.D units	0	0
Ph.D graduate	0	0
Total	387	100

**RESULT AND DISCUSSION**

**Table 1.1**

**Age**

	f	%
21-30	278	71.83
31-40	109	28.17
41-50	0	0
51-above	0	0
Total	387	100

**Sex**

	f	%
Male	67	17.31
Female	320	82.69
Total	387	100

**Civil Status**

	f	%
Single	256	66.15
Married	131	33.85
Separated	0	0
Widow/er	0	0
Total	387	100

**Highest Educational Attainment**

f %

Table 1.1 shows the Profile of the respondents, in terms of age it is clearly presented that in majority of them belong to 21-30 years old with 278 or 71.83 percent followed by 109 or 28.17 percent.

It implies that the respondents are economically independent' through employment but still live in the parental home, or may feel responsible for their own lives.

In terms of sex of the respondents, it is clearly presented that in majority of them are female with 320 or 82.69 percent followed by 17.31 or 67 male.

This implies that female dominates the teaching profession.

In terms of the civil status of the respondents, it is clearly presented that in majority of them are single with 256 or 66.15 percent followed by 131 married or 33.85 percent.

It implies that respondents are enjoying in their profession than to have or build own family.

And for the highest educational attainment of the respondents, it is clearly presented that in majority of them have MA units with 308 or 79.59 percent followed by 79 or 20.41 percent.

It implies that the respondents are continue seeking knowledge and not stop academically.

## 2. Motivation of Employees

**Table 2.1 Flexibility**

Flexibility	WM	VI
Training for success with flexibility for employees and managers is rare.	3.42	Undecided
Training is more likely with an established flexibility culture.		
Provide training to employees and management on how to be a successful with flexible work schedules	3.60	Agree
There is an equal participation for male and female in the decision making.	1.76	Disagree
Workplace flexibility is believed to have an overwhelmingly positive effect on engagement, motivation and satisfaction.	3.00	Undecided
<b>TWM</b>	<b>2.35</b>	<b>Disagree</b>

It can be gleaned from the flexibility motivation has a total weighted mean of 2.35 and verbal interpretation of agree. Among the statement “equal participation for male and female in the decision making got the lowest mean.

This implies there is discrimination in making policy unequal gender participation in the industry.

**Table 2.2**

Succession planning	WM	VI
The present work and competency requirements of different leadership positions are regularly assessed.	3.42	Undecided
Systems exist to assess future requirements for work and competency of different leadership positions.	3.12	Undecided
Individuals’ leadership potential for future usage is regularly assessed.	3.40	Undecided
Efforts exist to internally identify talent from existing employees both male and female for future leadership utilization.	3.88	Agree
Equal authority /opportunity for both male and female was given.	1.62	Disagree
There is a practice of identifying a pool of individuals with high leadership potential for male and female in leadership position.	3.78	Agree
TWM	3.20	Undecided

Table 2.2 shows the motivation of employees in terms of Succession planning has a total weighted mean of 3.20 and verbal interpretation of undecided. Statement” Efforts exist to internally identify talent from existing employees both male and female for

future leadership utilization.” got the highest mean however, statement “Equal authority /opportunity for both male and female was given. “got the lowest mean. This implies that there is work balance in the organization however the discrimination in authority/opportunity is present.

**Table 2.3**

Communication	WM	VI
The responsibility for achieving objectives been assigned and documented	3.22	Undecided
The information system provide management with necessary reports on the department’s performance relative to established objectives, including relevant external and internal information	4.02	Agree
Procedures been implemented in the department to verify the accuracy of data in management and monitoring reports	3.77	Agree
The information provided to the right people in sufficient detail and on time to enable them to carry out their responsibilities efficiently and effectively	3.80	Agree
Prefer male superior/manager leads the company.	4.50	Strongly Agree
Prefer female superior/manager leads the company.	2.48	Disagree
Management commit the appropriate human and	3.48	Undecided

financial resources to develop the necessary financial reporting information systems.		
TWM	3.61	Agree

Table 2.3 shows the motivation of employees in terms of communication with a total weighted mean of 3.61 and verbal interpretation of Agree. Very noticeable to identify the statement “Prefer male to lead” got the highest mean. This implies that male are distinguished to be the leader in terms of communication, this can be said that men are straight forward in their thought.

**Table 2.4**

Organizing	WM	VI
Kept well informed about my work group's plans and progress.	3.14	Undecided
Kept well informed about company plans and progress	2.66	Undecided
There are opportunities available to me to express my ideas to upper management.	3.00	Undecided
Male are good in establishing relationship with their employers/employees.	3.67	Agree
Kept well informed by upper management on what's going on in the company.	3.20	Undecided
Male are well delegated their employers /employees to the assign task.	3.90	Agree
Male are more systematic in handling employees.	3.70	Agree
TWM	<b>3.32</b>	<b>Undecided</b>

Table 2.4 shows the motivation of employees in terms of Organizing with a total weighted mean of 3.32 and verbal interpretation of Undecided. This implies that employees appreciate both sexes in terms of organizing however they see that men are specific and stick to their decision.

**Table 2.5**

Leading	WM	VI
Things get accomplished around because employees fear for their jobs.	3.88	Agree
Most employees do not leave this organization because it provides a lot of security.	3.18	Undecided
The managers display real leadership traits and are respected by the employees.	3.00	Undecided
There is a real feeling of teamwork.	3.08	Undecided
Only Management is allowed to make decisions.	3.00	Undecided
Male communicate effectively.	3.70	Agree
Although people obey their leader, they do not respect the leader.	3.12	Undecided
Management's main concern is making money.	3.00	Undecided
Male are best in motivating and inspiring their employees"	3.90	Agree
Male possess good leadership skills	3.87	Agree
<b>TWM</b>	<b>3.37</b>	<b>Undecided</b>

Table 2.5 shows the motivation of the employees in terms of leading with a total weighted mean of 3.37

and verbal interpretation of undecided. It can be seen from the table that statement "Male are best in motivating and inspiring their employees" Got the highest mean while "Kept well informed about company plans and progress" got the lowest.

This implies that the employees were inspired the leadership of men and can be said that the superior provide information of the organization to men than women.

## SUMMARY OF FINDINGS

### Profile of the Respondents

**Age** majority of them belong to 21-30 years old with 278 or 71.83 percent followed by 109 or 28.17 percent

**Sex** majority of them are female with 320 or 82.69 percent followed by 17.31 or 67 male.

**Civil status** majority of them are single with 256 or 66.15 percent followed by 131 married or 33.85 percent.

**Highest educational attainment** majority of them have MA units with 308 or 79.59 percent followed by 79 or 20.41 percent

**Flexibility** has a total weighted mean of 3.74 and verbal interpretation of agree. All of the statements got the verbal interpretation of agree and among the statements, statement "There is an equal



participation for male and female in the decision making.” Got the highest mean.

**Succession planning** learning has a total weighted mean of 2.98 and verbal interpretation of Agree .Statement Equal authority /opportunity for both male and female was given. “Got the highest mean and verbal interpretation of Strongly Agree.

**Communication.** has a total weighted mean of 3.34 and verbal interpretation of strongly agree. Statement “Prefer male superior/manager leads the company. “Got the highest mean.

**Organizing** has a total weighted mean of 3.76 and verbal interpretation of Agree, from the table of statement “Male are well delegated their employers /employees to the assign task” got the highest mean 3.90 and verbal interpretation of agree, followed by statement “Male are more systematic in handling employees” with a mean of 3.70 then statement “Male are good in establishing relationship with their employers/employees” has a mean of 3.67 and verbal interpretation of Agree.

**Leading** has a total weighted mean of 3.82 and verbal interpretation of agree, from the employers’ table,statement“Male are best in motivating and inspiring their employees” got the highest mean of 3.90,followed by statement ” Male possess good leadership skills” with a mean of 3.87 and statement number ” Male communicate effectively” with a mean of 3.70 and all are verbally interpreted Agree.

## CONCLUSIONS

Based from the summary of findings the following conclusions were drawn.

1. Respondents are economically independent' through employment but still live in the parental home, or may feel responsible for their own lives, or be geographical independent.
2. Female employees dominate the business industry.
3. Respondents are enjoying in their profession than to have or build own family and continue seeking knowledge and not stop academically.
4. There is discrimination in making policy unequal gender participation in the industry.
5. Male are distinguished to be the leader in terms of communication ,this can be said that men are straight forward in their thought.
6. Employees appreciate both sexes in terms of organizing however they see that men are specific and stick to their decision
- 5 There is work balance in the organization however the discrimination in authority/opportunity is present.
6. Employees were inspired the leadership of men and can be said that the superior provide information of the organization to men than women.



## RECOMMENDATION

Based from the summary of findings and conclusions, the following recommendations are offered;

1. Some of the respondents should continue their studies.
2. Respondents should aim for a higher position
3. Male are distinguished to be the leader in terms of communication, this can be said that men are straight forward in their thought.
4. Women should not be emotional in their workplace know how to address adversity in order show their capacity to lead.
5. Employers should pay attention to the capability of women to lead, they should have gender sensitivity in their workplace.
6. Men should learn to accept mistakes in a nice way in order for them to learn from it.
7. Everyone should accept the fact that empowering women is one of the issues of globalization in the workplace for production, development and competence.

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