The Impact of Gender Discrimination on Workplace Environment and Job Satisfaction

Farwa Asif¹ Anam Rehman²

¹,²Department of Management Sciences, NCBA&E Canal Campus, Lahore, Punjab, Pakistan.

Corresponding author: farwaasif77@gmail.com

Keyword: Gender Discrimination, Workplace Environment, Job Satisfaction

Article History
Date of Submission: 11-10-2021
Date of Acceptance: 06-12-2021
Date of Publication: 31-12-2021

How to cite?
Asif F., Rehman A., (2021). The Impact of Gender Discrimination on Workplace Environment and Job Satisfaction. Research Journal for Societal Issues. 3(1), 28-38.

Gender discrimination is a concept that is ever explained by law in detail in the workplace. It describes unequal advantages or disadvantages to a group in consideration of another group in the workplace. Gender discrimination affects the employees rapidly discrimination factor reducing increased satisfaction, motivational level, commitment to the organization, and stress level, increasing the working capability of employees in the organization. Gender discrimination factor which is in public and private organizations. 155 female employees of EEFU Humaya Takaful, University of Agriculture, Orient group of Company, Haier Group Company, and Ali Gohar are selected with the help of convenience sampling. Current research proposes the three hypotheses for direct relation and on for the mediational effect. All the hypotheses are accepted and the organizational environment plays a partial mediator between gender discrimination and job satisfaction.
Introduction

Gender discrimination involve employment of women and men different levels in workplace (Bilan, at al., 2020). It is related to qualities of women and men that related to bias (Coffman et al., 2021). That create direct and indirect issues for women and men in receiving job (Heilman & Caleo, 2018). Childs will look that women and men have different because they have different works in life (Cavalcanti & Tavares, 2016). Gender discrimination include hiring and recruitment to men and reject hiring of women in organization (Flage, 2018). They provide benefits to men and promotion and intentionally disgrace women benefits and promotion on workplace (SteelFisher, et al., 2019). Women and men work in their capability. Gender discrimination reduce through learning (Sohn, 2015). Equal employee opportunity is a major activity which is affected by Human Resource Management on workplace (Pennington, et al., 2018). HR involve recruit, hire, evaluate, promotion and monitor and terminate employees to Equal employment opportunity proceeding (Triana, et al., 2019).

Gender discrimination reduces through better society values, economic status of women role of government rules. Women and men both facing gender discrimination on workplace (Kaul, 2018). Some study like men and women has their ability to achieve their goals of life they have rights to achieve their succession of life (Asplund, et al., 2020). Women should be right to part in society works (Chen, et al., 2017). Women capability not like men to work in organization (Shen, 2022). Women working in organizations as higher management face complications in working, face workplace pressure of working, design organization policies and implementing policies, maintain organization environment, managing employee relations on workplace (Napier, et al., 2020). Women work equal to men but has low rights to part in meetings for design rules. Women chances of promotions are below like men in organization (Napier, et al., 2020). Women are providing below salary. Women are not thinking effective in organization (Kucharska, 2018). Women working is observed like below have no benefit to workplace environment like men are capability to organization function (Hardies, et al., 2021). Stereotype involve women, men, leaders gender discrimination in organization. Social groups and stereotype involve in gender discrimination (Corsi & De Angelis, 2017). Stereotype is a factor which is provide to gender to induce working for groups which employee on workplace for benefit. Employee sex is considered initial for knowledge in organization, gender base stereotype is effective (Corsi & De Angelis, 2017). Above discussion shows that gender discrimination is a serious issue faced by the women and organizations are face serious problem regarding this issue.

Current study uses the gender discrimination as independent variable and organizational environment as mediator variable and job satisfaction as dependent variables.
Literature Review

Gender Discrimination

Gender discrimination involve women are delicate in their workplace and men meet excess strength workplace pressure women have slow working men complete their task (Napier, et al., 2020). Men work late night make money and women refusal. Women under creative. Gender discrimination comprise dissatisfaction men satisfaction at workplace (Asplund, et al., 2020, May). Women control security is less influence in organization. Women less affect on social workings, influence and responsibility (Kucharska, 2018). Gender discrimination create by giving women lower level and refusal to promote differentiation level which create discrimination impact by employee training, projects, more action at workplace upstanding distinction influence by authority increase and salary difference (SteelFisher, et al., 2019). Men and female inequity marital status have same affect for women and men. Children affect same for women and men in public organization then individual workplace. The impact of social activities on men and women un equally on workplace, same for women or men in public workplaces then individual work places (Kucharska, 2018). Women are more facing discrimination as paramedical staff in public department and doctor at private sector and nurse in public or in private health sector as well. Women are facing unequally at non private and private education sectors. Teachers at non private and private medical sectors other education institutes teachers non private and private sector below gender unfairness. Women excessive discriminate in public and private organization female of wage group eight thousand face more discrimination many face excessive unequally (Triana, et al., 2019). Effect of institutions at men and women unfairness same and men in private workplace then public organizations. Women of intervening get highly gender difference effect then highly educated women contact reduced unfairness non private organization

Job Satisfaction

Job satisfaction is defined as “It refers to a pleasurable emotional feeling from the appraisal of the work or job experience” (Toropova, et al.,2021). Dilig-Ruizet al. (2018) check the affect of satisfaction on women employees on pay satisfaction like they are receiving reasonable pay of men employees or below level. They have safe environment in workplace like men and Women have rights to decide to provide suggestions like men (Toropova, et al., 2021). Women employees doing complete work in organization and have been promoted according to organization policies (Davidescu, et al., 2020). Women are performing job for getting reward. Women have doing job and receiving benefits compare men or not. Women have rights equal to men advantages or below level (Eliyana & Ma’arif 2019). The research is basically to look at workplace gender discrimination in organizational women and men. Gender discrimination involve much organizational environment parts. Gender discrimination explain women workplace pressure, stress (Scanlan, & Still, 2019). Traditional models of job satisfaction have explained it is an event, kind the extension of job satisfaction also describe the methods desires by worker for proper range take place with highly learning conditions, even study at women workers about job satisfaction are relatively less (Shafie, 2021).
Working Environment
According to Raziq and Maulabakhsh (2015), “the working environment consists of two broader dimensions such as work and context”. Work “includes all the different characteristics of the job like the way job is carried out and completed, involving the tasks like task activities training, control on one’s own job-related activities, a sense of achievement from work, variety in tasks and the intrinsic value for a task”. Various aspects n workplace environment like wages, autonomy and working hours, communication and firm has effect on job satisfaction (Lane, et al., 2010). Current research focus on positive effect of workplace environment. According to Funk and Parker (2018) gender discrimination has negative impact on workplace environment. According to Raziq and Maulabakhsh (2015) positive workplace environment has positive effect on job satisfaction.

Hypothesis:

According to Funk and Parker (2018) gender discrimination has negative impact on workplace environment.

H1: There is a significant relationship between gender discrimination and workplace environment.

According to Perugini and Vladisavljević (2019) gender discrimination has negative impact on job satisfaction. So current research can argue the following.

H2: There is a negative impact of gender discrimination on job satisfaction.
According to Raziq and Maulabakhsh (2015) positive workplace environment has positive effect on job satisfaction.

**H3:** Workplace environment has positive effect on job satisfaction

**H4:** Workplace environment mediates the relation of gender discrimination and job satisfaction

**Research Design**

Current research is quantitative research.

**Target Population**

Female employees of EEFU Takaful, University of Agriculture, Orient group of Company, Haier Group Company and Ali Gohar are target population of the current research.

**Research Design**

Current research is quantitative research.

**Sample of the research**

Current research selects the 155 female employees with the help of convenience sampling for gathering the research data with the help of structured questionnaire. The data collection process of this research is same like the technique of previous researches (For e.g., Ahmad et al., 2021; Saeed et al., 2014; Nadeem et al., 2021; Chiahti et al., 2021; Khan et al., 2021; Alvi et al., 2014; Khan, et al., 2019).

**Scale of The Research**

Organizational environment access by 3-items with the help of 7-point Likert type scale (Miller & Friesen, 1982). Job Satisfaction access by 10-items with the help of 7-point Likert type scale (Macdonald & Maclntyre, 1997). Gender Discrimination access by 6-items with the help of 7-point Likert type scale (Kim, et al., 2020).

**Results of the Current Research**

**Reliability Analysis**

Reliability estimates by observing the value of Cronbach's Alpha it must be >0.60. Results describe that its value for gender discrimination, organizational environment and for job satisfaction is 0.82, 0.84 and 0.88 respectively.
Correlation

Table No1: Correlation

|                           | Gender Discrimination | Organizational Environment | Job Satisfaction |
|---------------------------|-----------------------|-----------------------------|------------------|
| Gender Discrimination     | 1                     | -0.52**                    | 0.35**           |
| Organizational Environment|                       | 1                           | 0.38**           |
| Job Satisfaction          |                       | -0.35**                    | 1.00             |

Correlation analysis explains the kind of relationship between the variables. Table no 3 shows that \( r = 0.41 \) for proactive personality and Employee Job Engagement. "r" of correlation = 0.37 for OCB and Employee Job Engagement. "r" of correlation = 0.44 for OCB and proactive personality. This shows that these variables positive significant relationship with one another.

Regression Analysis

Table 2 Regression Analysis

| Path (Step 1)                          | B  | S.E  | F     | \( R^2 \) | Decision  |
|----------------------------------------|----|------|-------|-----------|-----------|
| "Outcome": Job satisfaction            |    |      |       |           |           |
| "Predictor": gender discrimination     | -0.48 | 0.042 | 115.32 | 0.28     | 0.000<0.01|
| "Step 2 (Path a)"                      |    |      |       |           |           |
| "Outcome": Organizational environment  |    |      |       |           |           |
| "Predictor": Gender discrimination     | -0.35 | 0.069 | 96.19  | 0.29     | 0.000<0.01|
| "Step 3 A (Path b)"                    |    |      |       |           |           |
| "Outcome": Job satisfaction            |    |      |       |           |           |
| "Predictor": Organizational environment| 0.36  | 0.057 | 145.14 | 0.31     | 0.000<0.01|
| "Step 3B (Path c)"                     |    |      |       |           |           |
| "Outcome": Job satisfaction            |    |      |       |           |           |
| "Mediator": Organizational environment | 0.24  | 0.089 |       | 0.000<0.01|
| "Predictor": Gender discrimination     | -0.31 | 0.074 |       | 0.000<0.01|

P<0.01, P<0.05, P<0.10

Simple linear regression is the method which is used for the analysis. This method is the same like the researchers (i.e. Malik et al., 2015; Shah et al., 2020; Jamil et al., 2014; Ullah et al., 2021; Alvi et al., 2014; Alvi, et al., 2017). Above table describe the step wise results of
regression analysis. First result is as $R^2=0.28$, $\beta = -0.48$, and $p<0.01$, hence 1\textsuperscript{st} hypothesis is accepted for the relation of gender discrimination with job satisfaction. Next result is as $R^2=0.29$, $\beta = -0.35$, and $p<0.01$, hence 2\textsuperscript{nd} hypothesis is accepted for the relation of gender discrimination with organizational environment. Third result is as $R^2=0.31$, $\beta = -0.36$, and $p<0.01$, hence 3\textsuperscript{rd} hypothesis is also accepted for the relation of organizational environment with job satisfaction.

**Figure No 2**

For analyzing the mediational effect of organizational environment between gender discrimination and job satisfaction, mediational process is comprised of 4 steps 3 steps are for direct relations. Above table represent those three direct hypotheses are accepted and significant. Mediational relation is testified by checking the combine effect of independent variable with mediation variable on job satisfaction. $\beta$ is decreased as $-0.31$ from the highest value $-0.48$. Partial mediation is observed in this case.

**Conclusion**

This research is designed to check the mediational effect of organizational environment between gender discrimination and job satisfaction. Current research proposes the three hypotheses for direct relation and on for the mediational effect. All the hypothesis are accepted and organizational environment play as a partial mediator between gender discrimination and job satisfaction.
References

Ahmad, Z., Alvi, A. K., & Ahmed, N. (2021). Impact Of Organizational Trust on Process Innovation Througthe Mediating Role Of Knowledge Creation Practices. *PalArch's Journal of Archaeology of Egypt/Egyptology, 18*(10), 1492-1505.

Alvi, A. K., & Jabeen, Z. (2017), Impact of Job Stress on Intention to Leave in Telecommunication Sector of Lahore, *AJSS, 1*(1), 01-09.

Alvi, A. K., Kahn, M. A., Ahmed, A. A., & Zulfiqar, M. (2014). A study of employee compensation and employee job engagement on banks of Lahore, Pakistan. *Science International (Lahore), 26*(5), 2411-2414.

Alvi, A.K., Siddique Gondal, M. A., Adnan Ahmed, A., & Mehmood Chaudhry, S. (2014). Employee Empowerment and Employee Job Engagement, Case Study of Banks In Lahore. *Science International, 26*(5), 2439-2342.

Asplund, J., Eslami, M., Sundaram, H., Sandvig, C., & Karahalios, K. (2020, May). Auditing race and gender discrimination in online housing markets. *Proceedings of the International AAAI Conference on Web and Social Media, 14*, 24-35.

Bilan, Y., Mishchuk, H., Samoliuk, N., & Mishchuk, V. (2020). Gender discrimination and its links with compensations and benefits practices in enterprises. *Entrepreneurial Business and Economics Review, 8*(3), 189-203.

Cavalcanti, T., & Tavares, J. (2016). The output cost of gender discrimination: A model-based macroeconomics estimate. *The Economic Journal, 126*(590), 109-134.

Chen, D., Li, X., & Lai, F. (2017). Gender discrimination in online peer-to-peer credit lending: Evidence from a lending platform in China. *Electronic Commerce Research, 17*(4), 553-583.

Chiahti, M. F., Shokat, W., Alvi, A. K., Afzal, A., Afzal, M., Irum, S., ... & Kaur, P. (2021). Factors Affecting Bank-specific and Macroeconomic profitability Determinants of Islamic and Conventional Banks in Pakistan. *Global Business & Management Research, 13*(2), 57-73.

Coffman, K. B., Exley, C. L., & Niederle, M. (2021). The role of beliefs in driving gender discrimination. *Management Science, 67*(6), 3551-3569.

Corsi, M., & De Angelis, M. (2017). Gender discrimination in microfinance? Some evidence from Uganda. *The Journal of Development Studies, 53*(5), 723-740.

Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees—Implications for sustainable human resource management. *Sustainability, 12*(15), 6086.
Dilig-Ruiz, A., MacDonald, I., Varin, M. D., Vandyk, A., Graham, I. D., & Squires, J. E. (2018). Job satisfaction among critical care nurses: A systematic review. *International Journal of Nursing Studies, 88*, 123-134.

Eliyana, A., & Ma’arif, S. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics, 25*(3), 144-150.

Flage, A. (2018). Ethnic and gender discrimination in the rental housing market: Evidence from a meta-analysis of correspondence tests, 2006–2017. *Journal of Housing Economics, 41*, 251-273.

Funk, C., & Parker, K. (2018). *Women and men in STEM often at odds over workplace equity*, Pew Research Center

Hardies, K., Lennox, C., & Li, B. (2021). Gender discrimination? Evidence from the Belgian public accounting profession. *Contemporary Accounting Research, 38*(3), 1509-1541.

Heilman, M. E., & Caleo, S. (2018). Combatting gender discrimination: A lack of fit framework. *Group Processes & Intergroup Relations, 21*(5), 725-744.

Jamil, M. F., Alvi, A. K., Tariq, R., & Saeed, M. (2014). Relationship of women autonomy and gender equality in UMT Lahore, Pakistan. *Sci. Int. (Lahore), 26*(5), 2477-2479.

Kaul, T. (2018). Intra-household allocation of educational expenses: Gender discrimination and investing in the future. *World Development, 104*, 336-343.

Khan, M. Y., Alvi, A. K., & Chishti, M. F. (2019). An Investigation on The Linkages Between Poverty and Education: A Statistical Review. *Gomal University Journal of Research, 35*(1), 44-53.

Khan, S. U., Ali, A., Khan, A., Khan, M. U., Alvi, A. K., & Khan, A. U. (2021). Organizational Politics as Mediator in Linking Psychological Empowerment and Employees’ performance In Educational Context. *Elementary Education Online, 20*(2), 1232-1238.

Kim, G., Kim, J., Lee, S. K., Sim, J., Kim, Y., Yun, B. Y., & Yoon, J. H. (2020). Multidimensional gender discrimination in workplace and depressive symptoms. *PloS one, 15*(7), e0234415.

Kucharska, J. (2018). Cumulative trauma, gender discrimination and mental health in women: mediating role of self-esteem. *Journal of Mental Health, 27*(5), 416-423.

Macdonald, S., & MacIntyre, P. (1997). The generic job satisfaction scale: Scale development and its correlates. *Employee Assistance Quarterly, 13*(2), 1-16.

Malik, A., Alvi, A. K., & Arif, S. (2015). Work Related Stress in Banks Operating in Lahore. *Sci. Int.(Lahore), 27*(5), 4629-4633.
McGrath, J. E., Martin, J. M., & Kulka, R. A. (1982). Judgment calls in research (Vol. 2). SAGE Publications, Incorporated.

Nadeem, M. A., Alvi, A. K., & Rehman, K. U. (2021). The Relationship of Proactive Personality with The Organizational Citizenship Behavior: Intervening Role of Thriving at Work. Gomal University Journal of Research, 37(2), 134-141.

Napier, J. L., Suppes, A., & Bettinsoli, M. L. (2020). Denial of gender discrimination is associated with better subjective well-being among women: A system justification account. European Journal of Social Psychology, 50(6), 1191-1209.

Pennington, A., Orton, L., Nayak, S., Ring, A., Petticrew, M., Sowden, A., ... & Whitehead, M. (2018). The health impacts of women's low control in their living environment: a theory-based systematic review of observational studies in societies with profound gender discrimination. Health & place, 51, 1-10.

Perugini, C., & Vladisavljević, M. (2019). Gender inequality and the gender-job satisfaction paradox in Europe. Labour Economics, 60, 129-147.

Raziq, A., & Maulabakhsh, R. (2015). Impact of working environment on job satisfaction. Procedia Economics and Finance, 23, 717-725.

Saeed, M., Alvi, A. K., Jamil, M., & Tariq, R. (2014). Work Life Balance and Charismatic Leadership In Educational Sector of Pakistan. Sci. Int.(Lahore), 26(4), 1847-1850.

Scanlan, J. N., & Still, M. (2019). Relationships between burnout, turnover intention, job satisfaction, job demands and job resources for mental health personnel in an Australian mental health service. BMC health services research, 19(1), 1-11.

Shafie, A. S. B. (2021). Elements of Safety In Job Satisfaction Of Special Education Teachers In Malaysia. Turkish Journal of Computer and Mathematics Education (TURCOMAT), 12(11), 5274-5278.

Shah, N. H., Khan, H., Alvi, A. K., & Khan, H. Z. (2020). The Impact and Level of Cultural Values and Ethically-Minded Consumer Behavior on the Consumer-Based Brand Equity of Nestle: Evidence from Pakistani Cultural Context. Ilkogretim Online-Elementary Education Online, 19(3), 2579-2595.

Shen, K. (2022). Gender Discrimination. In Handbook of Labor, Human Resources and Population Economics (pp. 1-23). Cham: Springer International Publishing.

Sohn, K. (2015). Gender discrimination in earnings in Indonesia: A fuller picture. Bulletin of Indonesian Economic Studies, 51(1), 95-121.

SteelFisher, G. K., Findling, M. G., Bleich, S. N., Casey, L. S., Blendon, R. J., Benson, J. M., ... & Miller, C. (2019). Gender discrimination in the United States: Experiences of women. Health services research, 54, 1442-1453.
Toropova, A., Myrberg, E., & Johansson, S. (2021). Teacher job satisfaction: the importance of school working conditions and teacher characteristics. *Educational review, 73*(1), 71-97.

Triana, M. D. C., Jayasinghe, M., Pieper, J. R., Delgado, D. M., & Li, M. (2019). Perceived workplace gender discrimination and employee consequences: A meta-analysis and complementary studies considering country context. *Journal of management, 45*(6), 2419-2447.

Ullah, W., Alvi, A. K., & Soomro, M. A. (2021). Relationship of Shyness with Life Satisfaction: The Mediating Role of Career Success. *Gomal University Journal of Research, 37*(2), 154-165.