



FACTORS OF GENDER DISCRIMINATION AMONG  
WOMEN EMPLOYEES AND ITS EFFECT ON  
PRODUCTIVITY

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### **Abstract**

This paper presents an overview of productivity of women employees and its relationship with the factors of gender discrimination. Several factors have been indicated to have effects on gender discrimination and productivity which have mostly been ignored.

There are three factors that contribute to the gender discrimination. The first is pay gap, physical factor and stereotypes. In this research, the studies were categorized into three groups, which are pay gap and the effect of gender discrimination, physical and gender discrimination and stereotypes and gender discrimination.

The questionnaires were distributed at the three different departments at TNB Seri Manjung. Mostly, the women respondents agreed with the factors and effects of the gender discrimination that occur in the workplaces.

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## CHAPTER 1

### INTRODUCTION

#### 1.1 Background of study

Historically, gender issues related to the differences between male and female had been pinpointed since 1950s, but it only became a prominent issue in management and organizational studies around 1980s and 1990s. During this period many developments had taken place which among others recognizing the gender effects in different studies. These for example refer to works by Habib Zarafullah, (2000) has studied the effect of gender discrimination in the Public Administration in Bangladesh, gender discrimination in the Organizational had implication on their morale, motivation and also performance towards task, Zahid Ali Channar, (2011). One the important issue that these researchers discussed is on gender discrimination. Even though there is no mutual consensus on what constitute gender discrimination, Hearn & Parkin (1987) who studied on women issues in organizations where male are the majority convinced that this incident signifies any act that differentiate men and women, extending from the biological to the social discrimination activities. In other words, gender discrimination could occur when individuals are treated differently on the basis of their gender or when preference is give non one gender upon other in the organization.