

**FACTORS OF GENDER DISCRIMINATION AMONG WOMEN
EMPLOYEES AND ITS' EFFECTS ON PRODUCTIVITY**

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ABSTRACT

This study examined the factors of gender discrimination among women employees and its' effect on productivity. The respondents, women employees, grade (N-29) at one of the public hospital were surveyed to measure their opinion on this matter. The researcher concluded that the decrease in productivity of women employees was due to the gender discrimination on them in the workplace. The researcher had represented three factors of this issue which included pay gaps, physical factors and stereotypes. The respondents were surveyed by using a questionnaire which has been distributed to three different departments at this hospital. They were given a week to return the questionnaires back to the researcher. Overall, the respondents agreed that these three types of gender discrimination's factors had a significantly higher affected the lost of productivity on their work. As a conclusion, this study suggested that the lost in productivity among women employees was due to discrimination on the pay gaps, physical factors and stereotypes.

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CHAPTER 1

INTRODUCTION

1.1 Background of the Study

Gender issues related to the differences of male and female were found in the decade of 1950s, but highlighted as an important issue in management and organizational studies in between 1980s & 1990s. The duration between these two periods recognized the gender effects in different studies. Hearn & Parkin (1987) emphasized on women's issues in those organizations who were conquered by male. Gender is defined as “Gender comprises a range of differences between men and women, extending from the biological to the “social discrimination” are treated differently on the basis of sex or race” (Word net web). On the basis of above definitions we can conclude that basically gender discrimination is preference of one gender upon another.

The gender discrimination may exist in hiring discrimination, differences in salary, differences in promotion and inequity related to different goods and facilities provided to different gender. Besides that, the research stated that employee is a backbone of the organization that performs critical tasks for the survival of the organization and employee productivity is affected by gender discrimination.