

FACTORS OF GENDER DISCRIMINATION AMONG WOMAN
EMPLOYEES AND ITS EFFECTS
ON THEIR PRODUCTIVITY

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ABSTRACT

Employee performs critical tasks for the survival of the organization irrespective of gender differences between male and female. This study is important to explore few possible factors and dimensions of gender discrimination including its effect on employees' productivity. The study was conducted in several department of EPF Kuala Lumpur. Method of this research is by quantitative research involves collecting information about demographic profile, existence of gender discrimination in a workplace, factors contribute to the gender discrimination and its effect on productivity. Findings found pay gaps is strong factor in gender discrimination among women and the effect on employees' productivity is low their level of motivation and creates tension. Because of this, the responsible management especially Human Resource Management should play their role against the issue.

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CHAPTER 1

INTRODUCTION

1.1 Background of the 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 (2011).

One of the important issues 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 given on one gender upon