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Study of Gender Discrimination at workplace

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Abstract
Gender Discrimination refers to a kind of prejudice or discrimination on the basis of one's gender. It was initially assumed that women were the only one affected by it. But in today's times there's no gender specificity in this matter. The sample size so taken in the study is 61. And the demographic factor is the gender, being male and female. All respondents majorly belong to the age group of 20-30. That is why in this study there's a major role of Gen X.
Index Terms—Glass ceiling effect, Gender Biasness, Equality.

I. Introduction

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The Gender Discrimination in India specifically has been in existence since ages. Initially it was not about work but normal social aspects of life that shoed the symptoms of this type of

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discrimination. The prejudices have taken place due the patria tic society in the country, later on prevailing due to the desire of being superior to the opposite gender. It leads to the development of such social culture that wanted to suppress the opposite gender. Later on specifically in working conditions it lead to several activities o gender biasness and harassment. It made working unequal on parts of opportunities and compensations.

The study therefore emphasis on the various issues faced by employees. As discrimination see no gender. Therefore the questions asked and hypothesis Formed are not gender biased but has taken into account problems faced by both the genders. It shows the point of difference between genders, regarding the treatment of the opposite one

II. Literature Review

There are many research papers available on topic of sex discrimination. And they all talk about various aspects of life with this type of discrimination like. The Education, Economy, Health care and workplace.

Brian Welle, Madeline E. Heilman(2005), ("Formal and Informal Discrimination against women at work") talks about the stereotypes that prohibit a female from being aggressive, tough and having a dominant nature. If they go against this prevailing culture they are often disapproved and face social penalties.
Katie Scire, (2008) "Gender Discrimination in the workplace", talks about the 'Glass ceiling' effect. This means that a woman cannot reach up to the higher level of management or the higher level of her career through breaking the glass ceiling. This term came into existence in the 1980's.
Every study mainly emphasized on the discrimination occurred to women but today there is no such barrier. Everyone is equally in danger of discrimination on part of anything that the management is biased about.

III. Objectives

The employees should not face any kind of discrimination for a stress free working environment with equal opportunities for growth in career. No discrimination leads to maximum job satisfaction and that leads to increased productivity and higher retention rate. The various objectives that should be defined for this purpose are:

- Equal growth opportunities
- Healthy peer relationships

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- Fair reward and recognition
- Fair and equal policies for both genders
- Less stress level
- Less biasness
- Healthy competition
- Higher Retention
- Less prejudice at work place

IV. Methodologies

After the setting up of objectives the research methodology is taken care of. The questionnaire containing 29 questions were given to people that are currently working in different organizations. The data was then further analyzed for getting results using the SPSs software version 16.0. Then respective inferences were drawn.

A. Respondents Details

The Major age group was 20-30. Out of the sample size of 61 respondents. Out of which 35 were male and 26 were female.

B. Research Design

- Data collected was of primary nature as it was collected through the mode of questionnaire from employees of corporate life.
- Structured Questionnaire with close ended questions
- Likert scale with five point options were used ranging from strongly agree to strongly disagree.

C. Sampling Frame

- Sampling unit- Employees of corporate sector
- Sampling Size- 61

D. Tools used for analysis

It was done through (Statistical Package for Social Science) SPSS version 16.0. And Using Kaiser Mayer sample adequacy and independent ‘T’ test.

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V. Data Analysis and Findings

The first thing applied was the Reliability test on the collected data for checking their consistency.

Fig. 1: **Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.754	.748	29

The Cronbach's alpha or reliability hence came is 0.748. If the reliability comes near to 1 it is considered to be good. And if it is near to zero then the data is not reliable.

The independent sample t test is also done on the data. It is a hypothesis testing procedure which uses different samples for different kind of treatment and conditions. In this study it is comparing the male and female data in the opinion towards gender discrimination at work place. This is the group statistic table. It provides statistics for each of the two groups. In this study with sample size being 61, there are 35 people who are Male and 26 people who are Female. In the last 3 columns there is the mean, std deviation and the std error mean calculated. These are 29 different hypothesis created for the purpose and cause and results of gender discrimination.

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Fig. 2: Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
VAR00002	Male	35	3.4000	1.14275	.19316
	Female	26	4.0000	.93808	.18397
VAR00003	Male	35	2.3143	.99325	.16789
	Female	26	1.6923	.83758	.16426
VAR00004	Male	35	2.5429	1.09391	.18490
	Female	26	2.1538	.92487	.18138
VAR00005	Male	35	3.0000	.84017	.14201
	Female	26	3.0769	1.16355	.22819
VAR00006	Male	35	2.8857	.96319	.16281
	Female	26	2.8077	1.16685	.22884
VAR00007	Male	35	2.9714	1.04278	.17626
	Female	26	2.2308	.81524	.15988
VAR00008	Male	35	2.7429	1.01003	.17073
	Female	26	2.8462	1.22286	.23982
VAR00009	Male	35	2.2571	.91853	.15526
	Female	26	2.6538	1.23101	.24142
VAR00010	Male	35	2.9429	1.21129	.20475
	Female	26	3.3462	.93562	.18349
VAR00011	Male	35	3.6571	.93755	.15847
	Female	26	3.6538	1.16421	.22832
VAR00012	Male	35	2.4286	.97877	.16544
	Female	26	2.0385	1.03849	.20366
VAR00013	Male	35	2.3714	.97274	.16442
	Female	26	1.8846	.81618	.16007
VAR00014	Male	35	2.2571	.85209	.14403
	Female	26	1.5000	.70711	.13868
VAR00015	Male	35	2.2000	.96406	.16296
	Female	26	2.3077	1.22537	.24032
VAR00016	Male	35	3.3714	.97274	.16442
	Female	26	3.2308	1.17670	.23077
VAR00017	Male	35	2.3429	.83817	.14168
	Female	26	2.4615	1.02882	.20177
VAR00018	Male	35	2.9143	1.12122	.18952
	Female	26	2.1923	1.09615	.21497
VAR00019	Male	35	3.1714	1.04278	.17626
	Female	26	3.3077	1.08699	.21318
VAR00020	Male	35	3.4000	1.11672	.18876
	Female	26	3.0385	1.11286	.21825
VAR00021	Male	35	2.7714	1.03144	.17434
	Female	26	2.6538	1.16421	.22832
VAR00022	Male	35	3.8571	.84515	.14286
	Female	26	4.3077	.73589	.14432
VAR00023	Male	35	3.1143	1.07844	.18229
	Female	26	3.0385	1.11286	.21825
VAR00024	Male	35	3.4571	1.06668	.18030
	Female	26	4.0385	.95836	.18795
VAR00025	Male	35	3.5714	.81478	.13772
	Female	26	3.8077	.74936	.14696
VAR00026	Male	35	3.2571	.88593	.14975
	Female	26	3.3077	1.01071	.19822
VAR00027	Male	35	2.9714	.98476	.16645
	Female	26	2.9231	1.05539	.20698
VAR00028	Male	35	3.1714	1.12422	.19003
	Female	26	3.5385	1.13950	.22347
VAR00029	Male	35	3.0857	1.03955	.17572
	Female	26	3.6154	1.06120	.20812
VAR00030	Male	35	3.3429	1.05560	.17843
	Female	26	3.5385	1.20767	.23684

The second part is about the independent t test table i.e. divided into 2 blocks. First, being the

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"Levene's test for equality of variances" for confirming that the assumptions of the following t test has been met or not. In this the "P Value" is taken to be 0.05 and the "Sig" value should be greater than or equal to this value for accepting the hypothesis.

Our test is 2-tailed. The column with title "t" gives the calculated value. And the column named "df" gives the degree of freedom associated with this test

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Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
VAR00002	Equal variances assumed	3.279	.075	-2.184	59	.033	-.60000	.27466	-1.14960	-.05040
	Equal variances not assumed			-2.249	58.356	.028	-.60000	.26675	-1.13389	-.06611
VAR00003	Equal variances assumed	1.169	.284	2.582	59	.012	.62198	.24091	.13992	1.10403
	Equal variances not assumed			2.648	57.986	.010	.62198	.23488	.15181	1.09215
VAR00004	Equal variances assumed	2.138	.149	1.465	59	.148	.38901	.26556	-.14237	.92039
	Equal variances not assumed			1.502	57.946	.139	.38901	.25902	-.12948	.90750
VAR00005	Equal variances assumed	2.929	.092	-.300	59	.765	-.07692	.25636	-.58990	.43606
	Equal variances not assumed			-.286	43.336	.776	-.07692	.26877	-.61883	.46499
VAR00006	Equal variances assumed	1.274	.264	.286	59	.776	.07802	.27297	-.46818	.62423
	Equal variances not assumed			.278	47.723	.782	.07802	.28084	-.48674	.64278
VAR00007	Equal variances assumed	3.878	.054	3.002	59	.004	.74066	.24674	.24693	1.23439
	Equal variances not assumed			3.112	58.816	.003	.74066	.23797	.26445	1.21687
VAR00008	Equal variances assumed	2.125	.150	-.361	59	.719	-.10330	.28615	-.67589	.46929
	Equal variances not assumed			-.351	47.744	.727	-.10330	.29438	-.69528	.48869
VAR00009	Equal variances assumed	6.970	.011	-1.442	59	.154	-.39670	.27502	-.94701	.15360
	Equal variances not assumed			-1.382	44.375	.174	-.39670	.28704	-.97505	.18164
VAR00010	Equal variances assumed	2.362	.130	-1.412	59	.163	-.40330	.28556	-.97469	.16810
	Equal variances not assumed			-1.467	58.887	.148	-.40330	.27494	-.95346	.14687
VAR00011	Equal variances assumed	1.450	.233	.012	59	.990	.00330	.26917	-.53531	.54191
	Equal variances not assumed			.012	46.888	.991	.00330	.27793	-.55586	.56245
VAR00012	Equal variances assumed	.908	.345	1.500	59	.139	.39011	.26007	-.13030	.91052
	Equal variances not assumed			1.487	52.175	.143	.39011	.26239	-.13638	.91660
VAR00013	Equal variances assumed	1.733	.193	2.067	59	.043	.48681	.23553	.01552	.95810
	Equal variances not assumed			2.121	58.061	.038	.48681	.22947	.02749	.94614
VAR00014	Equal variances assumed	.772	.383	3.684	59	.001	.75714	.20554	.34585	1.16844
	Equal variances not assumed			3.787	58.216	.000	.75714	.19994	.35696	1.15733
VAR00015	Equal variances assumed	2.318	.133	-.384	59	.702	-.10769	.28027	-.66851	.45313
	Equal variances not assumed			-.371	46.108	.712	-.10769	.29036	-.69211	.47673
VAR00016	Equal variances assumed	2.369	.129	.511	59	.612	.14066	.27546	-.41054	.69186
	Equal variances not assumed			.496	47.773	.622	.14066	.28335	-.42913	.71045
VAR00017	Equal variances assumed	1.579	.214	-.496	59	.622	-.11868	.23917	-.59726	.35990
	Equal variances not assumed			-.481	47.279	.632	-.11868	.24654	-.61458	.37722
VAR00018	Equal variances assumed	.230	.633	2.511	59	.015	.72198	.28756	.14657	1.29738
	Equal variances not assumed			2.519	54.677	.015	.72198	.28659	.14757	1.29638
VAR00019	Equal variances assumed	.015	.902	-.496	59	.622	-.13626	.27489	-.68632	.41379
	Equal variances not assumed			-.493	52.742	.624	-.13626	.27661	-.69113	.41861
VAR00020	Equal variances assumed	.620	.434	1.252	59	.215	.36154	.28870	-.21616	.93923
	Equal variances not assumed			1.253	54.122	.216	.36154	.28855	-.21695	.94002
VAR00021	Equal variances assumed	1.170	.284	.417	59	.678	.11758	.28212	-.44695	.68211
	Equal variances not assumed			.409	50.123	.684	.11758	.28727	-.45939	.69455
VAR00022	Equal variances assumed	.025	.875	-2.173	59	.034	-.45055	.20730	-.86536	-.03574
	Equal variances not assumed			-2.219	57.443	.030	-.45055	.20307	-.85712	-.04398
VAR00023	Equal variances assumed	.284	.596	.268	59	.790	.07582	.28303	-.49051	.64216
	Equal variances not assumed			.267	53.060	.791	.07582	.28436	-.49452	.64617
VAR00024	Equal variances assumed	1.862	.178	-2.197	59	.032	-.58132	.26465	-1.11089	-.05175
	Equal variances not assumed			-2.232	56.810	.030	-.58132	.26045	-1.10290	-.05974
VAR00025	Equal variances assumed	.526	.471	-1.158	59	.251	-.23626	.20395	-.64436	.17183
	Equal variances not assumed			-1.173	56.277	.246	-.23626	.20141	-.63969	.16716
VAR00026	Equal variances assumed	.726	.398	-.208	59	.836	-.05055	.24359	-.53797	.43687
	Equal variances not assumed			-.203	49.762	.840	-.05055	.24842	-.54958	.44849
VAR00027	Equal variances assumed	.075	.785	.184	59	.855	.04835	.26287	-.47764	.57434
	Equal variances not assumed			.182	51.848	.856	.04835	.26561	-.48467	.58137
VAR00028	Equal variances assumed	.008	.929	-1.254	59	.215	-.36703	.29275	-.95283	.21876
	Equal variances not assumed			-1.251	53.613	.216	-.36703	.29334	-.95525	.22119
VAR00029	Equal variances assumed	.002	.962	-1.951	59	.056	-.52967	.27154	-1.07302	.01367
	Equal variances not assumed			-1.945	53.396	.057	-.52967	.27238	-1.07590	.01656
VAR00030	Equal variances assumed	.303	.584	-.673	59	.504	-.19560	.29064	-.77717	.38596
	Equal variances not assumed			-.660	49.667	.513	-.19560	.29653	-.79131	.40010

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According to the value analysis all the hypothesis are accepted except for 9th one with the value being 0.11 less than 0.05. Hence that hypothesis is rejected. Which is, whether there are equal opportunities for both the genders? Which does not exists according to the test. Hence that hypothesis is void. Else all the problems and causes were accepted through this study. So there is existence of gender discrimination

VI. Findings of the Study

- There is a presence of gender discrimination throughout corporate culture.
- That gender discrimination is leading to stress and reducing job loyalty.

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