



The Impact of Gender Discrimination on Workplace Environment and Job Satisfaction

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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 refuse 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

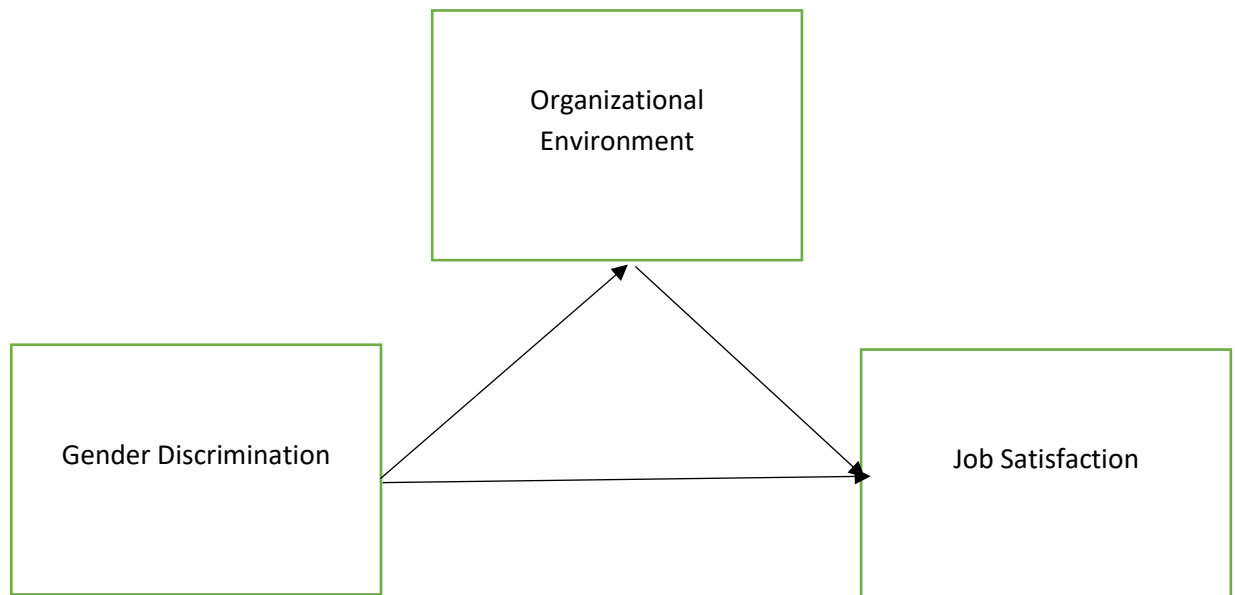
Job Satisfaction

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 Vladislavljević (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 & MacIntyre, 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		
Organizational Environment	-0.52**	1	
Job Satisfaction	-0.35**	0.38**	1

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

	B	S.E	F	R ²	Decision
Path c(Step 1)					
"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

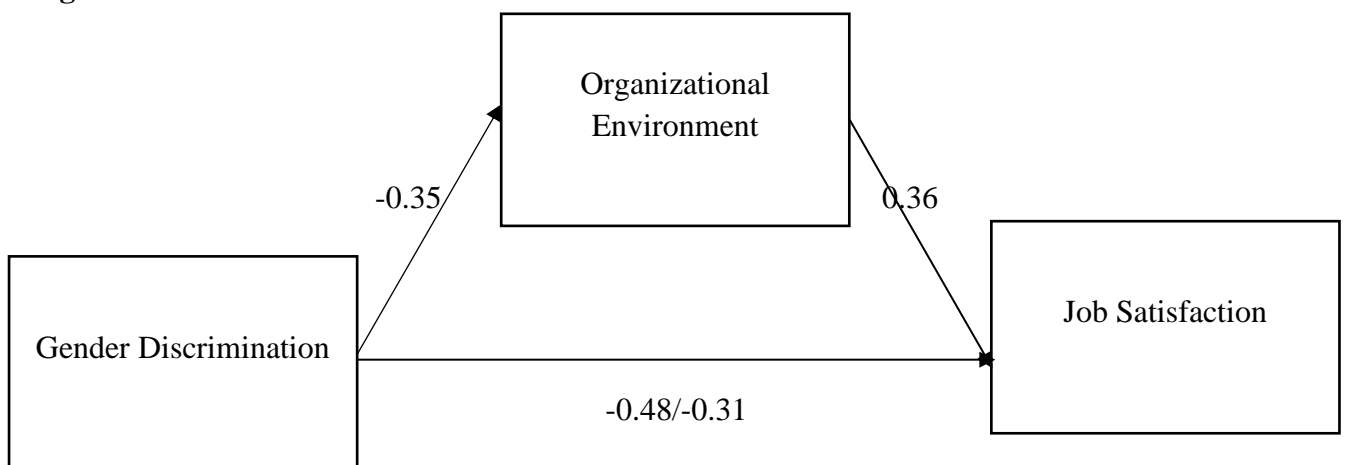
P<0.01, P<0.05, P<0.10"

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 1st 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 2nd 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 3rd 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. β 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.



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