

Conduct a study on gender pay gaps and their implications on employee performance and satisfaction and propose strategies to address these disparities.

N.B.K. JAGGARAJU,

MBA Student, Business School, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P. – 522302, MailID: 2201510018mba@gmail.com. Ph: 7093547723

SREE PAVAN,

MBA Student, Business School, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P. – 522302, MailID: 2201510013mba@gmail.com. Ph: 7793922671

K.SAI GEETHA SRI,

MBA Student, Business School, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P. – 522302, MailID: 2201510028mba@gmail.com. Ph: 9589072345

P. VYSHNAVI,

MBA Student, Business School, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P. – 522302, MailID: 2201510006mba@gmail.com. Ph: 7386672822

R. RAVI TEJA,

MBA Student, Business School, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P. – 522302, MailID: 2201510070mba@gmail.com. Ph: 8688073688

Dr SUNDARI DADHABAI

Associate Professor, Koneru Lakshmaiah Education Foundation, Green Fields, Vaddeswaram, A.P.-522302, sundaridadhabai@gmail.com, Ph. 9059849965.

1. Abstract:

Gender gap pay has been one of the measurements of gender bias for years, and while most organizations are not following this now and governments are attempting to stop it, some organizations are still following it today. This will impact employee performance and the work environment. Organizations should utilize techniques such as equal pay for equal work rules, salary transparency, diversity, and inclusion initiatives, pay audits, and frequent evaluations to boost employee productivity. Thus, the current research evaluates the existing relevant

literature, and primary data was acquired by administering a structured questionnaire to 50 respondents as well as secondary data. The current study's demographic includes all KL MBA students as well as current and former employees of organizations. There are 220 students and 20 instructors among the population. 1. To understand the influence of gender wage disparities on employee performance. 2. Determine employee satisfaction with the gender pay disparity.

Keywords: gender pay disparity, work environment, employee performance, employee satisfaction.

2. Introduction

Concern, discussion, and investigation into gender pay disparities have long been a part of the labour dynamics field. In addition to provoking concerns about social justice and fairness, these differences have piqued interest in the complex relationships between them and worker satisfaction and performance. By exploring the complex relationship between gender wage discrepancies and these outcomes, this study hopes to shed light on the disparities and offer solutions.

3. Background and Context:

The difference in pay between male and female employees is referred to as the "gender pay gap," and it has remained a persistent and widespread problem in a variety of sectors and geographical areas. This disparity's roots are in past injustices, where women were frequently denied access to higher education and professional possibilities, which left them with lesser earning potential. The gender wage gap persists despite notable advancements in recent decades, which can be attributed to the complex interaction of multiple factors.

A thorough analysis of the literature demonstrates that a complex network of factors, such as the following, can be blamed for the gender wage gap:

1. Occupational Segregation: Women are disproportionately underrepresented in leadership roles and high-paying industries, while they are concentrated in lower-paying roles or industries.

2. **Motherhood Penalty:** Women who sacrifice and halt their careers to care for their families typically have less job experience, which lowers their income.

3. **Implicit Bias:** In hiring, promoting, and wage negotiations, gender bias—both conscious and unconscious—continues to be a major factor.

4. **Skills in Negotiation:** Research suggests that women may be less inclined to bargain for greater pay, which could result in pay differences.

5. **Cultural & Social Norms:** Women's job paths and career decisions might be influenced by society expectations and traditional gender norms.

In addition to being a matter of economic justice, the gender pay gap has a significant impact on worker satisfaction and productivity. According to research, when workers believe there are pay differences, it can result in:

1. **Reduced Job Satisfaction:** Women's overall job satisfaction can be negatively impacted by unequal compensation, which can lead to discontent and demotivation.

2. **Decreased Productivity:** Work performance could suffer as a result of perceived pay disparities, which has an impact on organizational productivity.

3. **Increased Attrition Rates:** Disparities in compensation between genders might lead to a greater rate of employee turnover among women, which can make it difficult to hire and retain new personnel.

4. Objectives of the Study:

The following are the main goals that this study attempts to achieve:

1. **Gender Equality:** One of the primary objectives is to achieve gender equality in the workplace. This means that men and women should be paid the same for doing the same job or work of equal value.

2. **Equal Pay for Equal Work:** Ensuring that women receive the same pay as men for performing the same job with the same skills, experience, and qualifications is a fundamental goal. This involves eliminating wage discrimination based on gender.

While the gender pay gap and its effects have been the subject of many studies, this one aim to make a fresh contribution by examining the specific ways in which these differences affect employee performance and job satisfaction. In addition, the study attempts to provide a thorough set of workable solutions for closing the gender pay gap by utilizing the most recent

knowledge and industry best practices in organizational development and human resource management.

In conclusion, this study acknowledges the ongoing difficulty of gender pay disparities and their complex effects on workers. It aims to provide fresh insight into the connection between these differences and satisfaction and performance while putting forth creative solutions that are in line with the state of the art for closing the gender pay gap. In the end, the research's conclusions may help organizations create just and equal work environments that will improve everyone's performance and job satisfaction.

5. Review of literature:

2023: A study by the Pew Research Center found that the gender pay gap has narrowed slightly in recent years, but women still earn less than men on average. The study also found that the gender pay gap is larger for women of color.

2022: A study by the American Association of University Women found that women who graduate from college with the same qualifications as men are still paid less on average. The study also found that the gender pay gap increases over time.

2021: A study by the Institute for Women's Policy Research found that women who experience pay discrimination are more likely to leave their jobs and enter lower-paying occupations. The study also found that pay discrimination can have a negative impact on women's mental and physical health.

2020: A study by the World Economic Forum found that it will take 135.6 years to close the global gender pay gap. The study also found that the COVID-19 pandemic has exacerbated the gender pay gap.

6. Design

Primary sources

survey

<https://docs.google.com/forms/d/1teCYHaPYBwy9MbR34Khhvg-vA6ZBaNYzZAN3Mw-afZQ/edit#responses>

Secondary sources

<https://www.wgea.gov.au/sites/default/files/documents/guide-to-gender-pay-equity.pdf>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7034870/>

<https://ftp.iza.org/dp9656.pdf>

[https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_735949.pdf)

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7. Data collection

Our target population is aged between 22-30 years because this level of employees doesn't have seniority to question their superiors. And, we have collected data from 50 people who have some previous experience as well as freshers so that we can get proper input.

We have simple random sampling so that everyone in the sample size gets an equal chance of responding. We have used the 5-level Likert scale. The Likert scale allows us to measure the respondents' level of agreement or disagreement with the statements provided. This will help us gather a comprehensive understanding of their perceptions and attitudes towards the given topic.

Hypothesis

Null hypothesis

There is impact of gender pay gap on performance.

Alternative hypothesis

there is no impact of gender pay gap on performance.

8. Modelling

9. Results and Discussion



The primary data was collected through a structured questionnaire that was administered to 50 respondents. Additionally, the secondary data was obtained from various reputable sources such as academic journals, industry reports, and government publications.

Exact binomial test

data: test

number of successes = 22, number of trials = 50, p-value =

0.4799

alternative hypothesis: true probability of success is not equal to 0.5

95 percent confidence interval:

0.2999072 0.5874559

sample estimates:

probability of success 0.44

Pearson's Chi-squared test with Yates' continuity correction

data: test1

X-squared = 0.0011707, df = 1, p-value = 0.9727

As p values is greater than 0.05 accept null hypothesis there is impact of gender gap on performance of employees

Indicating that the gender pay gap can have a direct impact on employee performance. This correlation suggests that when employees are not compensated equally based on their gender, it can affect their motivation, job satisfaction, and overall productivity. Furthermore, addressing and reducing the gender pay gap could potentially lead to improved performance and greater equality in the workplace.

Organizations should utilize techniques such as equal pay for equal work rules, salary transparency, diversity, and inclusion initiatives, pay audits, and frequent evaluations to boost employee productivity.

Conclusions

It is important to address the gender pay gap as it not only affects employee performance but also hampers overall workplace morale and equality. However, it is crucial to avoid generalizations and stereotypes about female employees misusing their permissions, as this can perpetuate biases and hinder progress towards gender equality.

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