

# **EFFECT OF GENDER DISCRIMINATION ON JOB SATISFACTION OF FEMALE EMPLOYEES IN PRIVATE SCHOOLS OF KARACHI, PAKISTAN**

**BY**

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**MBA Thesis**  
**2<sup>nd</sup> Half-Semester Progress Report & Thesis**  
**Approval Statement**

**SUPERVISOR-STUDENT MEETING RECORD**

S. No	Date	Place of Meeting	Topic Discussed	Signature of Student
5.	13-10-20	Via Call	Pilot testing of questionnaire, Data collection & Sampling technique was discussed	
6.	9-12-20	Supervisor's Office	Data analysis and interpretation was discussed	
7.	11-12-20	Supervisor's Office	Final thesis discussed and submitted.	

**Approval for Examination**

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It is certified that the above candidate's thesis has been completed to my entire satisfaction and, to my belief; its standard is appropriate and suitable for submission for examination. I have also conducted plagiarism test of the thesis under consideration using HEC prescribed software and found similarity index at 18 % that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Business Studies Department.

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Date: 4/3/2021

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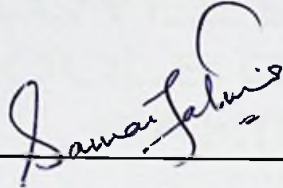
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### Declaration of Authentication

I, hereby, declare that no portion of the work referred to in this research work has been submitted in support of any application for any other degree or qualification of this university or any other educational institution.

Student's Signature: \_\_\_\_\_

A handwritten signature in cursive script, reading "Samar Fatima", written over a horizontal line.

Name: Samar Fatima



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I would also like to thank all my family, friends and respondents who took part and helped in the research work.

## Abstract

### **Purpose:**

The purpose behind this study was to identify and analyze the elements that affect job satisfaction of female employees in private schools of Karachi.

### **Methodology:**

The current study is explanatory in nature based on primary quantitative data. This study has selected teachers and faculty members from 10 different private schools of Karachi, Pakistan, that falls under the Agha Khan Education Board. The data was gathered with the help of a research instrument i.e., Questionnaire from a sample of 253 respondents. Out of 253 questionnaires, 250 of them were received complete on all counts. The study has used reliability analysis, regression analysis and correlation analysis as the main statistical tools for hypotheses testing using SPSS version 22.

### **Findings:**

The study reveals that disparity in salary was negatively and significantly affecting job satisfaction. Moreover, disparity in training was also negatively but significantly impacting job satisfaction. Disparity in promotion is affecting job satisfaction negatively and significantly as well. Furthermore, disparity in selection is negatively but insignificantly affecting job satisfaction.

### **Practical Implications:**

This research is considered to be of great help to the education industry as well as educationists. It can also help other organizations such as charter schools and proprietary schools who hire teachers to deliver education.

**Key words:** Job satisfaction, gender discrimination, disparity in selection, disparity in salary, disparity in training, disparity in promotion.

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