

EFFECT OF GENDER DISCRIMINATION ON EMPLOYEE PERFORMANCE

By

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A thesis presented to the Department of Management Sciences,
Bahria University Karachi Campus, in Partial Fulfillment of the
Requirements of the MBA degree



FALL, 2016

Bahria University Karachi Campus



MBA Thesis

2nd Half-semester Progress Report & Thesis Approval Statement

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	5-03-17	Cubical	Literatures Review	
6	12-03-17	Cubical	Methodology	
7	26-03-17	Cubical	Data Analysis	

APPROVAL FOR EXAMINATION

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Abstract

Purpose – The aim and objective of the study is to find out effect of gender discrimination on female employee performance. For this four dimensions are taken and these are Gender discrimination in form of pay, Gender discrimination in form of Hiring and Selection, Gender discrimination in form of Promotion and Gender Discrimination in incentive.

Methodology – 500 Questionnaires get filled from 15 private schools of Karachi. Data is analyzed through SPSS 20 and Regression and Correlation has applied to test the data and to find out the effect of gender discrimination on employee performance.

Findings – Four dimensions are taken for this study that include Discrimination in pay, Discrimination in Hiring and Selection, discrimination in promotion and discrimination in incentives. From study it is find that Gender discrimination in incentive is more responsible for lowering employee performance and if there is all four mentioned discrimination present in organization it lowers 16% employee performance.

Practical Implications – This finding helps school managements to control gender base discrimination so that employees can perform with their maximum potential.

Key Words – Employee Performance, Gender discrimination in form of pay, Gender discrimination in form of Hiring and Selection, Gender discrimination in form of Promotion and Gender Discrimination in incentive.