

"Impact of Gender discrimination on organizational performance with moderating and mediating role of equal compensation and employee performance."



Submitted By:

Name Naila Daud
Enrolment #01-222162-026

MBA

Supervisor:

Amna Faheem

Department of Management Sciences

Bahria University Islamabad
2018.

Major: HRM
F. No. (5)

"(Impact of Gender discrimination on organizational performance with moderating and mediating role of equal compensation and employee performance.".)"



Submitted By:

*Name; Naila Daud
Enrollment# 01-222162-026*

Supervisor:

(Amina Fahim)

Department of Management Sciences

**Bahria University Islamabad
2018.**

FINAL PROJECT/THESIS APPROVAL SHEET

Viva-Voice Examination

Date 26 / 06 / 2018

Viva Date

Topic of Research: "Impact of Gender discrimination on organizational performance with moderating and mediating role of equal compensation and employee performance."

Names of Student(s):

Name: Naila Daud
026

Enrollment No: 01-222162-

Class: MBA

Approved by:

Amna Fahim

Supervisor (Name)

Wali ur Rehamn

Examiner-I (Name)

Qurat Ul Ain

Examiner-II (Name)

Dr. Sarwar Zahid
Research Coordinator

Dr. Faisal Aftab
Head of Department - Management Sciences

Acknowledgement

I would first like to thank ALLAH Almighty! Who blessed me with the great strength and courage to complete thesis and then to my supervisor “Mrs. Amna Faheem”. She constantly endorsed me to complete my research work and she provided her guidance to me whenever I request for it.

The result of this research study is due to my own personal research ponders without help, but I have acknowledged literature references that were utilized within the content and in a separate list. Last but not the least, my sincere thanks also go to all my colleagues and friends who not only participated in this research respondents but also refer this study to their friends and requested them to be the part of this study and respond to the questions asked in the questionnaires we an obligation of appreciation to my better half for his consolation and financial support.

Lastly, I would like to thank my professors and supervisor for meticulous exertion in guaranteeing this piece of work met the required standard.

Abstract

This study is focus on Impact of Gender discrimination on organizational performance with moderating and mediating role of Equal compensation and employee performance... There are generally three aspects of discrimination, procedural discrimination general discrimination pays and age discrimination, from this area of discrimination we can investigate how they can affect the performance of organization. Gender discriminating has significant impact on organizational performance. Equal compensation significantly moderates the relationship between employee performance and organizational performance are also a source of motivation for an employee to keep his dedication level high for better productivity and efficiency at work organization. employee's performance mediates the relationship between organizational performance and employee's performance more productive when employees are treated equally at workplace.

In this *study deductive reasoning* was been done because this study has been narrow down from broader perspective towards conclusion. The population of this study is all private sector organizations of Rawalpindi and Islamabad, 200 questionnaires were distributed to the private sector employees and 150 fully filled questionnaires were received from the respondents. Few respondents belong to private sector and in this study those responses were also considered for future implication or expansion of the study in private sector as well.

Table of Contents

Acknowledgement	33
Abstract	44
Chapter 01	77
Background of study	77
Research Objective	88
Research Question	88
Problem statement.....	88
Significance of the Research.....	88
Chapter 2.....	99
Literature Review.....	99
Gender Discrimination at workplace	99
Gender Roles:.....	1010
Reproductive Role	1010
Types of discrimination	1111
Effects of Discrimination on Works Attitude and Behavior.....	1616
Human Resource role to improve organizational performance	1717
Theoretical Frame Work	2020
Hypothesis.....	2121
Chapter 03.....	2222
Methodology:	2222
Sampling:	2222
Sampling Size:	2222
Instruments:.....	2222
Scale:	2222
Questionnaire:	22
Analysis:	23
Chapter 04.....	2424
Results & Analysis:.....	2424

Frequencies	2525
Correlation Analysis	2626
Regression Analysis.....	2727
Gender discrimination and employee performance	2929
CHAPTER NO 5	3434
Conclusion & Discussion.....	3434
Conclusion	3434
Recommendation:	3434
Future Research Directions:.....	3434
Managerial Implications:	3434
CHAPTER NO 6	3636
References.....	3636
“QUESTIONNAIRE “	3939