A study on gender Bias in the job search process

Neha Aranha, Himani Sevekar, Sheba George

ABSTRACT

Gender is one of the demographic factors that play an important role in determining the job search behavior. This research explores the impact of gender difference on the type of job selection criteria such as salary, location, designation, etc. It also elaborates on the cognitive behavior of men and women while selecting a job. Analysis of the hypothesis based on this research also emphasizes on married and unmarried women and their differences and priorities while taking up a job. For this research we have used analytical tools like P-test, T-Test and Chi Test. This research paper will be useful to the HR depart men in organizations and also to the fresher population of women and men who are in search for jobs.

INTRODUCTION

Job search is an essential part of the job choice process which is proven to be influenced by gender in this research. This research has also addressed different job search criteria’s and their association with Gender. It also emphasizes on married and unmarried woman and their constraints and preferences in job timings, location and work culture in an organization that affects the job search process

LITERATURE REVIEW:

Job search methods are classified into two categories, formal and informal.

Formal job search methods include using formal intermediaries such as public or private recruitment services, newspapers, job portals, advertisement or direct contact with the employer. Informal methods include referrals, influence from friends and relatives.

Informal job search strategies received attention as a great source for inequalities and theses differences lead to certain job search outcomes. The personal contacts of men and women in informal methods of job search differ vastly in terms of power, status and influence.

Drentea (1998) has espoused women’s use of informal search method is an effective way to address job search inequalities. This argument is based on her findings that women who use formal job search strategies tend to be employed in jobs that are less female dominated than women who rely on personal job search methods to locate job opportunities. Female dominated job generally offers low income and prestige as most job today work on time constraints and contain ample amount of workload which is mostly not suited for married or unmarried women.
McGuire and Reskin, Wilson (1996) also argue that formal methods of job search reduce the inequalities of gender segregation. Their study also states that word of mouth recruitment effects in generating a pool of applicants for a job that underrepresents women.

This view of job search based on methods leads to the assertion that since formal methods are public and open to everyone, they will have a measurable effect on equalizing the job search of men and women and their acceptance. Rouse (2000) examined the effect of blind auditioning on the hiring process of orchestra by looking at the treatment of male and female candidates before and after the blind audition they try to measure the amount of sex discrimination.

Mintz and Krymowzski (2005) state that gender stereotypes exist among both employers and employees of an organization. It has also been found that women are less likely to enter occupations that are steryotyped as male and several scholars have found that women perceive male dominated workplace to be more discriminatory towards them. Reskin and Roos (1990) Women’s perception of jojob seeking is also affected as employers have preference for men in terms of higher salary and prestige.

Fernandes and Sosa (2013) state that certain factors such as social constructions of job categories by firms in their job vacancy advertisements, can attract or completely discourage women applicants.

The “glass ceiling” theory refers to the women in senior institutional positions and due to social barriers and norms even female-dominated occupations, men often occupy the most skilled and well-paid positions.

Keith and Mc Williams (1999) state that the opportunity cost of searching for women are huge.

In addition Blau and Kahn (1981) states that traditional sex roles, marital status and other dependents may affect the job search behavior differently among men and women.

**RESEARCH OBJECTIVES:**

The primary objective of this study is to understand the gender bias created in the job search process and to understand the difference in the criteria’s of job search for both men and women.

- To evaluate the dependence of gender on job search criteria’s such as salary, location, designation, company brand name etc.
- To understand the job search behavior of women regarding different aspects of a workplace in a job search process.
- To determine the average age of people searching for a job.
RESEARCH METHODOLOGY:

This study comprises of the following variables:

**Independent Variable:** Gender, Age, Income are the independent variables used in the study.

**Dependent variable:** The dependent variable for this research is the job criteria’s while selecting a job, such as Locality, salary, Designation, Company brand name.

**Sample Survey of gender:**

![Pie chart showing gender distribution]

**Analysis:**

The number of female respondents is 24 and that of male respondents is 29.

**Criteria’s per preference regarding location while searching for a job:**

- 36% of the population rate location as significant and 32% find it highly significant.

**Number of respondents currently employed or unemployed**

![Bar chart showing employment status]

- 35 respondents are employed.
- 42 respondents are unemployed.
PROPOSED HYPOTHESIS:

1) Women who prefer a day shift job are less than 70%
2) Gender is a demographic that is not independent of location of job searched.
3) The average age of people searching for jobs is less than 25 years of age.

TESTING OF HYPOTHESIS:

T- Test :- The average age of people searching for jobs is less than 25 Years.

Null Ho; \( \mu \geq 25 \) Years
Alternate Ha; \( \mu < 25 \) years
Test T-Test
Tail Left Tail
Alpha 0.10
Probability 90%
T Critical -1.28 refer alpha table canot use norms inv
T Observed
\( \mu \) 25
\( \bar{X} \) 23.43
\( n \) 51.00
Sd 5.26
\( \sqrt{n} \) 7.141428
\( \bar{X}-\mu \) (1.57)
\( \bar{X}-\mu/SD \) -0.30
\( \bar{X}-\mu/SD/\sqrt{n} \) (0.04)

p value 0.48
Alpha 0.10
Decision P>A, Hence, Accept the null

The average age of people searching for jobs is more than 25 Years
Chi Square Test: Gender is not independent of location.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Highly Insignificant</th>
<th>Insignificant</th>
<th>Neutral</th>
<th>Significant</th>
<th>Highly Significant</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>6</td>
<td>9</td>
<td>24</td>
<td>47%</td>
</tr>
<tr>
<td>Male</td>
<td>2</td>
<td>6</td>
<td>12</td>
<td>7</td>
<td>27</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>3</td>
<td>8</td>
<td>18</td>
<td>16</td>
<td>51</td>
<td>100%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>2.82 1.41 3.76 8.47 7.53 24.00</td>
</tr>
<tr>
<td>Male</td>
<td>3.18 1.59 4.24 9.53 8.47 27.00</td>
</tr>
<tr>
<td>Total</td>
<td>6.00 3.00 8.00 18.00 16.00 51.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>(Fo-Fe)^2/Fe (Step3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>0.49 1.79 0.83 0.72 0.29 4.11</td>
</tr>
<tr>
<td>Male</td>
<td>0.44 1.59 0.74 0.64 0.26 3.66</td>
</tr>
<tr>
<td>Total</td>
<td>0.93 3.38 1.56 1.36 0.54 7.77</td>
</tr>
</tbody>
</table>

Null: Ho: Gender is independent of Location  
Alternate: Ha: Gender is not independent of location  
Test: Right Tail Test  
Tail: Chi-square Test  
Alpha: 10%  
Probability: 90%  
C: 7.78  
O: 7.77  
P-Value: 1.00  
Alpha: 0.10  
Decision: P>A, Hence Accept the null  
Gender is Independent of Location
P- Test: Less than 70% females prefer a day shift job.

Null Ho: µ > 70%
Alternate Ha: µ < 70%
Test P- Test
Tail left tail test
Alpha 10%
Probability 10%
Z Critical -1.28

Z Observed

<table>
<thead>
<tr>
<th>n</th>
<th>51</th>
</tr>
</thead>
<tbody>
<tr>
<td>x</td>
<td>24</td>
</tr>
<tr>
<td>p</td>
<td>70%</td>
</tr>
<tr>
<td>p'</td>
<td>47%</td>
</tr>
<tr>
<td>q</td>
<td>30%</td>
</tr>
</tbody>
</table>

\[ p' - p = -23\% \]
\[ \sqrt{pq}/n = 21\% \]

\[ 0.00 \]

\[ 6\% \]

\[ \text{Decision} \]

P < A, Hence Reject the null

Hence less than 70% of the female population prefer day shift job
**Conclusion:**

This research has disclosed that there are several job criteria’s that are affected by gender while selecting a job. Hence in the above hypothesis we have also proved that the job search of women are affected by certain constraints on location, job timings, salary etc., the most significant factors for job search bias in this research is the job timings and location.

**Limitation:**

The data gathered was through online forms due to which the number of respondents were limited to a minimum number. Hence the data obtained may not be universally acceptable.

**References:**

1) [http://org.elon.edu/ipe/Bowen_Doyle_Edited.pdf](http://org.elon.edu/ipe/Bowen_Doyle_Edited.pdf)


3) Keith, Kristen and Abagail Mc Williams, 1995. The wage effects of cumulative job mobility. Industrial and labor relations review 49:121-137