A study on impact of Stereotyping, discrimination and glass ceiling on the culture of an organization.

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I.ABSTRACT

In today's business environment, the dynamics of the workplace have changed immensely. Organizations today are witnessing a diverse workforce. Despite organizations evolving rapidly, there is still certain issues related to equality within an organization. Stereotyping, discrimination and glass ceiling are seen in today's organizations. Employees often face such issues and are unable to deal with it. Any differential treatment of employees must me addressed by organizations to avoid any conflicts. When employees face any form of Stereotyping, discrimination and glass ceiling, it leads to decreased productivity and eventually leads to decline in the performance of the organization. Thus, an organization will have build a culture that accommodates inclusion and prevents stereotyping, discrimination and glass ceiling. This study aims to identify the impact of Stereotyping, discrimination and glass ceiling on the culture of an organization.
Key words- Stereotyping, discrimination, glass ceiling, equality.

II.INTRODUCTION

Stereotyping is a process of classifying people into groups and assigning them certain positive and negative characteristics(Tkáčová, H,2021). Glass ceiling refers to the invisible ceiling which prevents an employee from climbing the professional ladder. It is a common barrier women face at work due to the gender disparity faced by women at work. Although women have overcome all the negative notions in the society, there is still a long way to go with respect to gender equality(Gupta, M. S,2021). Socially constructed gender norms still do continue to form a basis of inequality at work, specifically for women. Organisations will have to ensure that there is no discrimination at work and ensure women employees are treated equally(Gauci, P,2022). In India, gender inequality and discrimination still exists, where men occupy a higher social status as compared to women(Dhatt, S. K,2022). Human Resource of an organisation must monitor the recruitment and selection of candidates to ensure that discrimination at workplace is minimized. Workplace culture must accommodate diverse employees by integration of best practices. Managers and employers who delegate tasks must deal with diverse groups of employees in a fair manner(Kadiresan, V,2015). A research says that counter stereotyping with anti-stereotypical examples is considered to be one of the most effective way to reduce biased thinking. The issue of gender discrimination has been a prevalent issue from the day women have entered the workforce. Despite regulations and laws against gender discrimination, gender-based discrimination is still prevalent in workplaces. Women still face issues in recruitment processes, assignment of duties, salary and benefits(Nuseir, M. T,2021). It is important

to understand that generating realistic and effective anti-stereotypes can have a significant contribution towards addressing societal concerns of stereotyping, prejudice and discrimination(Fraser, K. C,2021). One common phenomenon at today's workplace is the subtle discrimination that takes place, especially when perpetrators experience cognitive dissonance between norms and their beliefs. Subtle discrimination is something that cannot be detected, addressed or remediated easily. Is considered to be a threat to the well-being of employees (Jones, K. P,2017). Today, employees of the stigmatized groups are coping with the discrimination at workplace in several ways. Organisations should help employees in navigating from unfair treatment at work(Van Laar, C,2019). Gender stereotypes is a concept that continues to exist and is transmitted through media and through social, educational and recreational socialization, that promotes discrimination and gender prejudice(Tabassum, N,2021). In the recent decade, research on aging has intensified immensely, primarily focusing on the subjective concept of age in order to understand the challenges and risks of increasingly aging workforce(Goecke, T,2020).

III.REVIEW OF LITERATURE

The research analyses the awareness of glass ceiling on women in diverse demographic institutes. How it effects the barriers and the boundaries females are facing in higher positions in an association. Here it proposes individual personal circumstantial play an vital role in understanding or shaping of gender problems in workplace. The grades suggest cultivating the consciousness in workforce diversity and an employment in both administrative levels with strategy in addressing to reduce glass ceiling which are faced by women in the organizations. By encouraging this gender equality in administrations can create a fair and supportive environment for women (Jabbar, A and Imran 2013). Study is reviewed on a specific-domain young and the old individuals helps in diverse ages sets aimed in investigation of how the opinion on old and young persons across the diverse life based on age groups and the country. People have different insights and the stereotypes One of the interesting findings was adults were to some level less negative about the old people than an young people. Research says that variance was attributed in plan to better-than-expected in western countries. The insightful implies an persons develop related to stereotypes formed by cultural and social factors. The results proposes that age-related to stereotypes were motivated by socialization and the dynamics of ages in numerous social contexts. While as precise views on old and young people differ across age and the countries (De Paula Couto 2022). This provides a re-envisioned in glass ceiling as the race, gender. Which focus on lack of women and the minority men in the sectional groups. Study consists of many ethnic and the racial backgrounds, such as African-American women. This purposes the contests and the barriers which are faced by minority and the women lastly the valued insights faced by women and the minority senior, presence and the diversity initiatives in federal administration has more reasonable in reflecting the diverse of the country (Whiter spoon, D,2009).This explores and understand the viewpoints of women's bottom-up strategies in male-dominated arenas in STEM science, technology, engineering and mathematics. The study reveal three narratives in participants challenges includes lack of societal capital in grade of freedom the suggestions include regulates of organization and recognition of the rewards for women aids in work-life balance. Barriers which are met by women in male-dominated discipline has more helpful environments, in inspiring gender diversity opportunities for women into leadership positions in STEM (Amon,2017).The issue of glass ceiling effect women's rising in higher managerial positions in the workforce. Recognizing the effects of glass ceiling and women career development. It proposes that there is a negative relationship among the glass ceiling and Women career development (WCD) this analyse gender gaps and the discernment in women careers. Paper endorses the equal employment and the skill growth in their career and cuts the gender disparities in workforce (DE, N 2017).The study aimed to identify the factors that supported and perpetuated the issue of glass ceiling for women in public relations as well as corporate communications management. In the study, in-depth interviews were done where 27 women had expressed their views on the glass ceiling. The author suggested a new theoretical concept, negotiating resignation, for the purpose of explaining the psychological process by which women come in terms with the concept of glass ceiling. The study identified factors contributing to glass ceiling as well as strategies women can use to overcome glass ceiling(Wrigley, B. J,2002). The author conducted a study to understand the effect of gender stereotypes on hospitality leadership traits and emotional traits. The findings of the research showed that employees who have ideal gender roles of leadership have different degrees of perceived emotional leadership and those employees who have androgynous ideal gender roles of leadership have higher perceived emotional leadership(Xiong, W,2022). The author analysed the effect of glass ceiling on organizational fairness and commitment, work engagement and career

prospects. The study found that organizational fairness acts s a mediator between glass ceiling effects on career prospects and organizational commitment(Sunaryo, S. I. N. T. O,2021).

IV. RESEARCH METHODOLOGY

Qualitative Research approach as been used for the primary research method. To create the survey questionnaire, existing literature, news articles, and reports were consulted, and the questions' reliability was assessed using Cronbach Alpha, with values exceeding 0.7, confirming their reliability. Subsequently, the finalized questionnaire was distributed to professionals from diverse corporate companies, resulting in 139 responses collected through both offline and online (Google Form) methods. Descriptive statistics and cross-tabulation were utilized to explore the relationships between variables.

V. OBJECTIVE OF THE STUDY

The primary objective of the study is to investigate the impact of stereotyping, discrimination and glass ceiling on the culture of an organization. Specifically, the study aims to identify if stereotyping, discrimination and glass ceiling within an organization creates any potential barriers to inclusivity.

Table No.1

Gender * Do you agree education brings awareness about discrimination ? Crosstabulation

Count

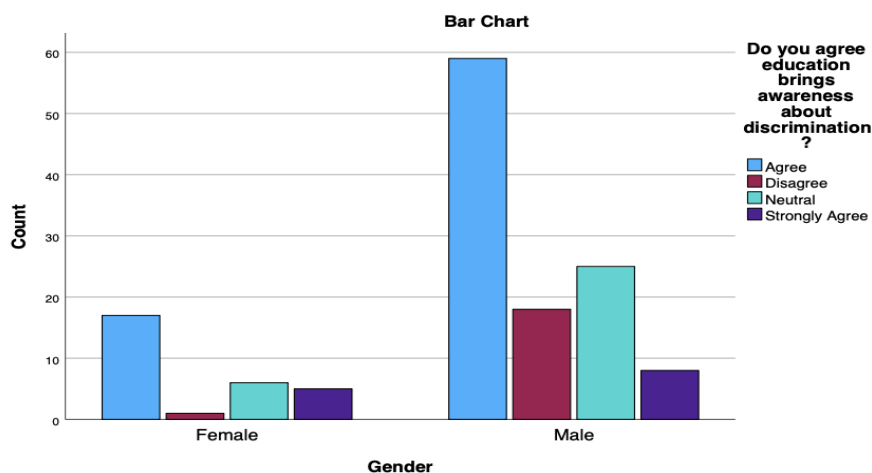|		Do you agree education brings awareness about discrimination ?				Total
		Agree	Disagree	Neutral	Strongly Agree	
Gender	Female	17	1	6	5	29
	Male	59	18	25	8	110
Total		76	19	31	13	139

Figure No.1

Table No.2

Gender * Do you agree that male has a leadership position in most of the industry than female ? Crosstabulation

Count

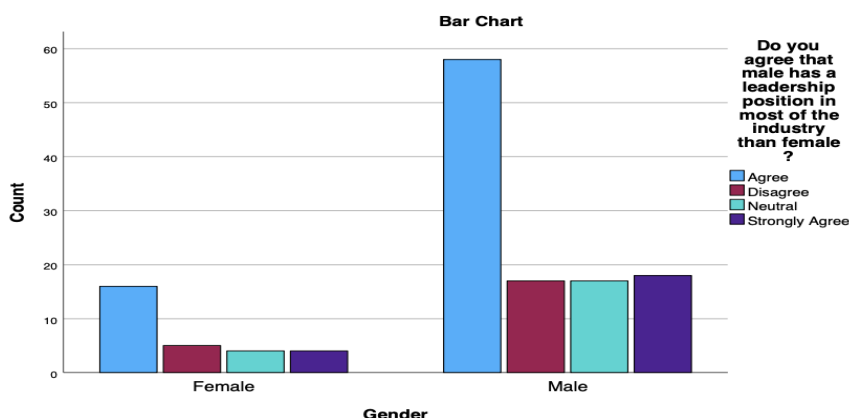|		Do you agree that male has a leadership position in most of the industry than female ?				Total
		Agree	Disagree	Neutral	Strongly Agree	
Gender	Female	16	5	4	4	29
	Male	58	17	17	18	110
Total		74	22	21	22	139

Figure No.2

Table No.3

Gender * Do you think women and minorities are affected by glass ceiling ? Crosstabulation

Count

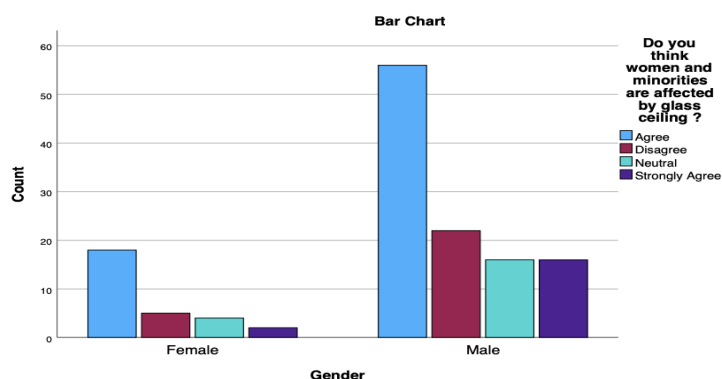|		Do you think women and minorities are affected by glass ceiling ?				Total
		Agree	Disagree	Neutral	Strongly Agree	
Gender	Female	18	5	4	2	29
	Male	56	22	16	16	110
Total		74	27	20	18	139

Figure No.3

Table No.4

**Gender * Do you agree women should work more harder than men to be promoted ?
Crosstabulation**

Count

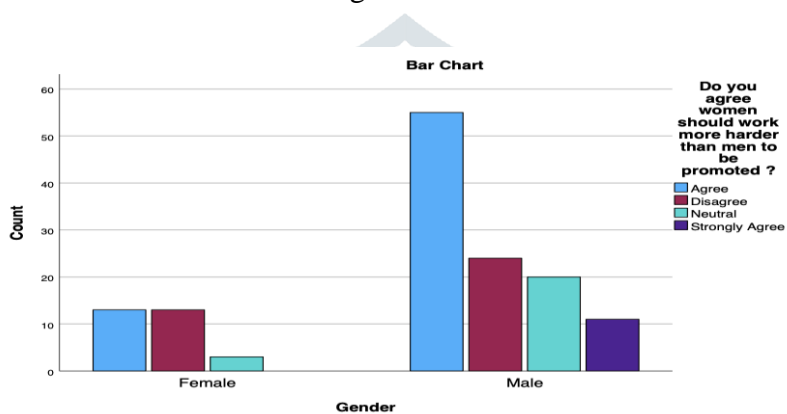|		Do you agree women should work more harder than men to be promoted ?				Total
		Agree	Disagree	Neutral	Strongly Agree	
Gender	Female	13	13	3	0	29
	Male	55	24	20	11	110
Total		68	37	23	11	139

Figure No.4

Table No.5

**Age * Do you agree education brings awareness about discrimination ?
Crosstabulation**

Count

		Do you agree education brings awareness about discrimination ?				Total
		Agree	Disagree	Neutral	Strongly Agree	
Age	20-30	66	14	28	11	119
	30-40	8	4	3	2	17
	40-50	2	1	0	0	3
Total		76	19	31	13	139

Figure No.5
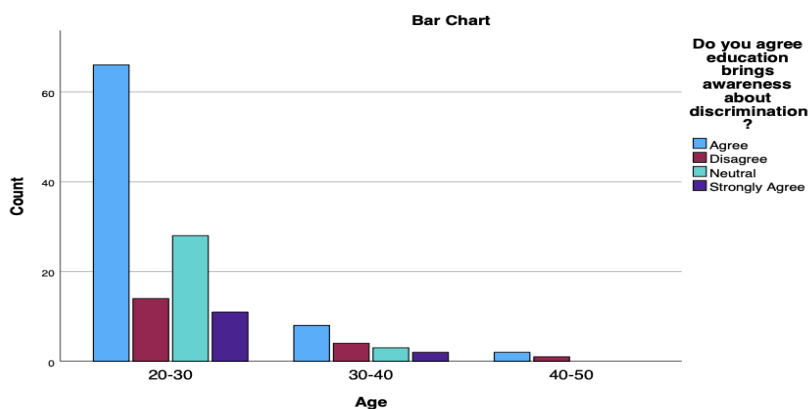
VI.FINDINGS

1. Most of the respondents are married and fall under the age group of 20-30.. Knowing the demographics of respondents is crucial in customizing HR practices to fit their specific needs and expectations.

2. The respondents confirm that their workplace offers equal opportunities and they are happy with it. The organization's practices suggest they value fairness and inclusivity, which is a positive finding.

3. Respondents acknowledge the connection between stereotyping and a toxic work environment, which can harm understanding and tolerance among employees. It emphasizes the need to tackle prejudices and promote a workplace culture that is inclusive and respectful.

4. Discrimination is viewed as a significant problem in society according to the respondents. Some respondents report experiencing personal discrimination due to their religion or culture, which is seen as a growing issue. Organizations need to prioritize addressing discrimination concerns for an equitable and supportive work environment.

5. According to the respondents, education is vital for increasing awareness about discrimination, and they think that discrimination has reduced in the last few years. Educational programs must continue to be supported by organizations to encourage diversity and inclusion.

6. According to the majority of respondents, the glass ceiling limits women and minorities from attaining top management positions. Empowering and supporting the progress of underrepresented groups requires organizations to implement effective strategies.

7. Women who negotiate higher salaries are perceived as aggressive due to gender bias. To create a more equitable workplace, it's necessary to address this bias and promote fair salary negotiations.

8. The variables studied show significant relationships based on the cross-tabulation results. Equal opportunities, discrimination, career advancement, and other factors are interconnected and dependent, impacting the overall work environment as suggested.

9. To sum up, the study underscores the significance of fostering a work environment that prioritizes diversity, inclusion, and equal opportunities. To create a supportive and respectful work environment, organizations must take proactive steps to combat discrimination, stereotypes, and gender bias. Organizations can create specific strategies to enhance job satisfaction and employee well-being by comprehending the perceptions and experiences of employees. Additionally, consistent evaluation and monitoring of workplace dynamics will allow companies to adjust and improve their practices to meet the changing demands and expectations of their employees.

VII.RECOMMENDATIONS

1. Encourage Equal Opportunities and Inclusivity: Although the respondents express satisfaction with their workplace's provision of equal opportunities, the research paper should suggest that companies maintain their emphasis on and promote equal opportunities for all workers. The aim is to prevent discrimination by ensuring diversity and inclusion in the hiring and career advancement processes.

2. Stereotyping must be addressed to avoid a toxic work environment that can decrease productivity and employee morale. To challenge stereotypes, promote understanding, and encourage tolerance among workers, the research paper should suggest creating training and awareness initiatives.

3. To fight discrimination, we must acknowledge it as a serious problem and take proactive measures in our workplaces. Organizations should have policies in place to prevent discrimination against protected characteristics such as religion, culture, and gender. Inclusive and respectful work environments can be created through education and awareness programs.

4. Acknowledge the glass ceiling that blocks the progress of women and minorities and empower them ,It is to implement strategies that will empower and support these groups to reach top management positions. Mentorship programs, leadership development initiatives, and diversity training for management teams may be incorporated.

5. Emphasize the significance of addressing gender bias and male dominance in the workplace. Motivate organizations to establish a more balanced and inclusive workplace, where women are granted equal opportunities and not obliged to work harder than men to get promoted.

6. Encourage all employees to negotiate for their worth without facing biases through a fair and transparent salary negotiation process.

7. Stress the significance of regularly monitoring and evaluating connections among variables, including equal opportunities, discrimination, and career growth. Assessments done on a regular basis can aid organizations in recognizing areas that need improvement and enable them to make data-driven choices that encourage a

more inclusive and supportive work atmosphere. To combat stereotypes, suggest organizations challenge the notion that women who negotiate for higher salaries are viewed as aggressive.

8. Diverse and inclusive workplaces lead to higher creativity, innovation, and employee satisfaction.
9. Promote Transparent Communication: Encourage open communication between employees and management regarding workplace concerns, discrimination complaints, and career advancement opportunities. Organizational culture is strengthened by transparent communication that fosters trust.

VIII. CONCLUSION

Today, as organizations are becoming more dynamic and are growing at a rapid pace, it the workforce is also becoming diverse in nature. When a workforce becomes more and more diverse, certain negative aspects also come into picture. Discrimination based on gender, age, ethnicity etc. is a common phenomenon that is to be seen in the modern workplaces today. Employees who face discrimination of any kind are most likely to have low productivity and might also leave the organization they are a part of. Stereotyping of individuals is also seen in organizations, which leads to low morale. Glass ceiling is a concept which leads to individuals unable to grow at work, which leads to dissatisfaction at work. Organizations today will have to ensure that all the employees are treated with respect and dignity. Awareness on such unethical happenings must be spread to ensure peace and harmony in an organization. According to this study, women also primarily the suffers in an organization as they are treated differently within the organization. Thus, organizations will have to come up with new strategies and policies to ensure equality in an organization.

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