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## **Integrative Statement**

Women inequality has mostly remained a topic of broader concern. Sociologists who consider women an important pillar of the society believe that gender stratification in the larger society results in women inequality at workplaces. Ogunrin (et. al) argue that gender inequality is not the same at all workplaces. They argue that it depends on human resource managers who develop and run a team at different workplaces. If the resources for the tasks ahead are divided justifiably and the internal environment of the workplace is kept distant from the large external perspective, gender inequality can be discredited in large within the workplace (Ogunrin, Iyayi, & Eghafona, 2011). Similar to this, Fox (et. al) argue that sciences have always been promoted as the field of male. Undoubtedly, many inventions in natural sciences have been made by men, but the contemporary atmosphere is different from what it was centuries before.

They argue that the natural sciences are more exploratory than before. At the scientific institutions of today, women are equally participating in research and development as like men. Unfortunately, despite this enhanced participation of women in different roles within the scientific environment, women are largely marginalized. They are less likely to get funding for their projects, compared to men (Fox, Whittington, & Linkova, 2017). Lastly, Max Weber see women inequality in the workplace as part of the larger framework of his authority. For him, bureaucratic and traditional authority belongs to men in society as in patriarchal setup women were not assumed to lead. He also assumes that men's charisma is more worthy to consider in society rather than women (Hong, 2017). For Weber, charismatic men overweigh charismatic women in society, this is the reason they all get noticed more. This is how Webber's men are predominant to women in society and at the workplace.

## Evaluative Statement

Ogunrin (et. al) have presented a very narrow role of the human resource developers. The human resource development encompasses, assuring gender equality as one of the basic goals of their job. The human resource developers have although limited the scope of their job, but they must ensure that normal societal norms must not impact the working environment. Different to this, the concerns put forwarded by Fox (et. al) depict the reality of the science related working environment in society. Considering their argument, it is viable to argue that women normally tend to restrain their creativity in such an environment. Scientists of the present day have also expanded the working nature of research and development in sciences that it becomes difficult for women to keep up with the pace. Lastly, Webber's ideas about the sociology of the environment are to some extent obsolete to the contemporary sociology of our World. There are no such restrictions upon women which might in any way restrict their performance at the workplace. The critics of Webber argue that in the contemporary world, both male and female are judged on their contribution to this world and not for their physical dominance or charisma.

## Extension Statement

Hatch argues that modern management is different considering the diverse aspects of the nature of the role, we all work in. For him, human resource management must include practices which ensure the participation of every gender of the society (Hatch, 2018). If the notion presented by him is considered for experimentation, it remains unanswered that *how the maximum participation of each gender in every role should be ensured?* In the research and development in natural sciences, there are definitive roles. Not just the men or just the women can sort out the mysteries of nature. Hatch arguments remain contradictory to the working nature in natural sciences field. Here it becomes right to question that *what nature of the job the genders in the society can adapt to ensure modern management in the working environment?* Lastly, for Haveranek, it is the cost-benefit equation which remains predominant in the making of modern- management (Havranek, 2017). He encourages the notion of accepting new roles, conditioned to get more gains. The last question for understanding the modern management theory and its related concept, is *how natural sciences, human resource management, and Weber's concept can be tailored in views of modern management theory?*

# References:

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