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Discussion board

Bobek, V., Maček, A., Bradler, S., & Horvat, T. (2018). 7. How to Reduce Discrimination in the Workplace: The Case of Austria and Taiwan (R.O.C.). *Our Economy, 64* (3), 12-22.

The article explains the strategies adopted for removing gender discrimination from the workplace. it highlights the adverse impacts of discrimination on the morale and performance of the employees. The article identifies the issues faced by employees due to gender discrimination. It uncovers the impacts of gender discrimination on motivation, commitment and enthusiasm. The evidence suggests that discrimination at the workplace undermine productivity and efficiency of the employees. It discourages them from using their full potential that also affects the organization in an adverse manner. The article uses qualitative research on determining the impact of anti-discrimination practices on employee performance. The qualitative study examines the steps that can be taken for dealing with the problem of discrimination. The article stresses on two countries Austria and Taiwan and evaluates the role of discrimination on employee performance. The data is obtained by interviewing the employees’ and leaders at various levels. The perceptions and experiences of employees provide better insights into the issue of discrimination. The findings of the article depict a strong correlation between gender discrimination and deteriorated the performance of employees.

The article supports the hypothesis of the present study because it provides an answer to the research question; how gender discrimination affects the performance of the employees? The findings of the article reflect that anti-discrimination practices are crucial for promoting a positive attitude among employees. It is also linked to enhanced productivity and improved performance. The article also provided an answer to the research question; what are the causes of gender discriminations in workplace? This indicates that the selected article provided useful information for the present research. It will be useful for finding out practice measures that can be adopted for overcoming gender discrimination in the workplace. The topic is exactly related to the research topic because it covers all aspects that can be used for proving the adverse impacts of gender discrimination (Bobek, Maček, Bradler, & Horvat, 2018).

Iyer, A., & Ryan, M. K. (2009). Why Do Men and Women Challenge gender discrimination in the Workplace? The Role of group status and In-group Identification in PredictingPathways to Collective Action. *Journal of Social Issues, 65* (4), 791-814.

The article identifies how gender discrimination influence males and females at the workplace. Discrimination reflects inequality among males and females that affect women in a negative way. The article examines the adverse impacts of discrimination on the productivity and efficiency of employees. Females are victims of discrimination that undermine their chances of growth and progress. Low morale and deteriorated performance are common outcomes of gender discrimination. The findings of the study reveal that both males and females respond to gender discrimination in a different way. The females respond negatively to discrimination because they believe that it affects their chances of growth and provide fewer opportunities compared to males. The perceptions of male and female employees are recorded for understanding the implications of discrimination and how they vary among the two groups. The results of the article confirm that discrimination has a negative relationship with employee performance and productivity (Iyer & Ryan, 2009).

The article has relevance with the present research because it addresses the research question; what policy measures should be followed to minimize workplace gender discriminations? It yields information about the collective actions that can be adopted at the workplace for eliminating discrimination. The article also provides an answer to the research question of the present study; who is the most vulnerable gender in the workplace? The findings of the article state that women are more vulnerable because discrimination acts in favour of males. The article will be used for supporting the hypothesis that aims at identifying the ways of overcoming gender discrimination.

References

Bobek, V., Maček, A., Bradler, S., & Horvat, T. (2018). 7. How to Reduce Discrimination in the Workplace: The Case of Austria and Taiwan (R.O.C.). *Our Economy, 64* (3), 12-22.

Iyer, A., & Ryan, M. K. (2009). Why Do Men and Women Challenge gender discrimination in the Workplace? The Role of group status and In-group Identification in PredictingPathways to Collective Action. *Journal of Social Issues, 65* (4), 791-814.

Kundu, S. C. (2003). Workforce diversity status: a study of employees’ reactions. Industrial Management & Data Systems, 103(4), 215-226.