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**Integrative statement**

The proposed statement requires that how women inequality affects their wellbeing and workplace performance. Researcher says that the determinants of the wellbeing of working women need to be investigated to have a better understand the social differences in the society. Studies show a significant relationship between the women inequality ad wellbeing of women, especially in a workplace (Geldenhuys & Henn, 2017).

The studies have shown a link between employee performance and their engagement in the workplace. Gender identities are shaped by gender norms and social stereotypes. The capability domains reveal the gender differences in areas that are necessary for living a good life. The intergroup gender differences in the conditions of capabilities decide the economic and social wellbeing of the genders in the society. The stereotypes created by the intergroup inequality that decided the prerequisites of essential wellbeing for the individuals in a society. The data shows that underinvestment in the education of female has contributed to the formation of stereotypes regarding the low intelligence level in the female (Ridgeway, 2011).

The data is de being divided into three domain that is the total tear of education of female bellow 15, secondary school enrollment, and life expectancy. The gender gap in education is the leader's factor of inequality in global income. There is a narrowing of gender inequalities in the labor market that has increased the employment rate of women. However, the political representation of women is narrowing down which and is a minimizing the option of wellbeing for women. Public sectors play a very important role in promoter gender equality through family laws, market regulations, social protection programs, and public investment. The failure to get women representation in policymaking institutes the society will be able to improve their life condition (Ridgeway, 2011).

The findings reveal that inequalities in representation and in education are the obstacle in the ways of women wellbeing and thus have a negative impact on their performances at the workplace.

**Evaluative statement**

Another study reveals the importance of organizational culture that shows the effect of the chosen leadership style on the performance of different genders. The research paper collected data from 40 service companies and those shoes the relationship between the performance of genders at the workplace, leadership style, and organizational culture. The findings reveal that the leaders need to build up the skills of employees regardless of the ganders and the organization should develop a culture of acceptance and diversity to improve the employee’s performance (Maamari & Saheb, 2018)

The findings show that organizational culture that becomes the cause of inequalities in the workplace affect the performance of women in the workplace. Thus, the wellbeing of women is compromised. The practical implication of these findings could be helpful in minimizing the genders inequalities and will be helpful for increasing the performance and wellbeing of women in the workplace. Devising rewards programs could be helpful to improve the performance of both genders and to have an organizational balance performance.

Another research paper says that organizations are benefited from genders diversity, and women in leadership positions help their companies to penetrate more into the market. If the organizations are not letting a woman in the leadership position, then the organization is missing a great chance of penetrating in the market successfully. Gender diversity organization have huge demands in the international market as well so women wellbeing is indirectly the wellbeing of the whole organization in which she is working (Ellemers, 2014).

Women in leadership can be analyzed to understand the impact of gander inequality on the wellbeing and performance of women in workplace women face various personal, organizational and professional challenges. Organizational and behavioral facilities play a role to minimize gender equality and to improve the wellbeing of women in the workplace (Chawla & Sharma, 2016).

If a woman is in a leadership position in an organizational, then she will take care of the gender inequalities and will provide facilities to women at work, which will improve their performance as well as wellbeing.

**Extension statement**

Many organizational practices affect inequality in the workplace, and this affects the performance and wellbeing of the women working there (Castilla, 2011). The more income an individual earns then more prosperous his or her lives become, and thus the wellbeing of women is greatly related to the level of income she is earning (Mahadea & Ramroop, 2015).

The thermotical directions of these research work could be that the reach should include policy recommendations that would minimize inequality at the workplace. Most of the research finds out that the cause of inequalities is due to the minimum educational and leadership opportunities for the women in the society, the future research should be on the educational and leadership opportunities of women and their impact on their performance ion workplace

The unanswered question that needs to focus on is how the organization should be developing a culture of acceptance and diversity. The pattern of acceptance in an organization needs to be focused on eliminated workplace discrimination and to improve the job performance of a woman at the workplace.

The implication that needs to follow is that women should be given a chance to be the part of policymaking bodies in an organizational and in a country to eliminate social inequalities and to improve workplace performance. The trend that is followed all the research paper is that inequality is generated by social patter that is shaped by different stereotypes. This pattern leads to inequality in the workplace, as well.

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