Research Paper

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Abstract

As the world is moving towards technological developments in which participation and opportunities are encouraged and provided, contrary women in engineering field are not that much appreciated to be part of engineering world. There are limited job opportunities in the field of engineering, while they also have to face sexist remarks from other people. The most discouraging part is that they are not provided with maximum wages so that they will become part of engineering world

Keywords: Development, Opportunities, limitations, sexist remarks, wages, women

Research Paper

## Halo Effect Examples

Halo effect may be related to the characteristic of diversity and against diversity. In halo effect, the characteristics of anti-diversity may increase with the time and it may be considered as a salient (Vertovec, 2019). Halo effect is a common effect in the workplace, where either people have to deal with this, they suffer from this or they become a source of this. One of the examples may be considered as the selection of women with background of engineering when applies for a job, regardless of her qualification and her skills she gets rejected by human resource managers. There are the human biases towards gender roles of women in several fields like engineering, computer sciences, and sports, while theses biases become barriers in empowering women to choose on their own.

One can identify halo effect in income or wage gaps between women and men; there is a huge difference between the wages of men and women despite of having similar skills, same working hours, same qualifications, and better performances. There is always a wage disparity which rather than decreasing, is increasing with the time passage. Women in engineering fields get lesser wages in comparison with men and this is because of biases and discrimination against women in engineering fields.

Another example of halo effect may be linked with evaluation processes. Women sometimes are excluded from these processes may be because to show sympathy or their skills and performances are completely ignored and disregarded in their fields of work. During evaluation and performance, assessments there are more chances of halo effect to occur resulting in a bias decision by the managers or other staff or companies and organizations. It is studied that there are two outcomes of halo effect: evaluations are measured based on personal information being shared with the evaluators and another outcome is that evaluators have a general perception about subordinates or employees (Yustina & Gudono, 2017). In case of women in engineering, field may have to go through these outcomes because they are also judged based on a general impression. To avoid these outcomes of halo effect there has to be a balanced and equal decision making based on evaluations and performances by the managers or evaluators in a company. However, human biases are natural but this does not mean that bias decision-making should be encouraged.

## The Social-Psychology behind the Effect

Social psychology is the field of psychology, which deals with human interactions in their society including their backgrounds and their impacts on human lives (Gross & McIlveen, 2016). In engineering fields, women are mostly ignored because they are only labeled to work within the wall of their houses and this is a traditional perspective that women have no as such role out of their families. While, women nowadays are overcoming stereotypes in society, which are limiting them from doing multiple tasks based on their skills, which they have gained and developed.

Halo effect has a greater impact on decision making in almost every sphere of life, decisions in companies, family systems, and other institutions may get impacted because of this effect. Organizations and companies try to rely on equal social evaluations but it cannot be denied that their decisions are changed because of their concerns and physical appearances of workers in the organizations (Park, Yang, Cha, & Pyeon, 2019). Halo effect changes the perceptions and opinions of people at workplaces. The most used example for this is, it is responsible for changing decisions, which affect evaluations and performances of workers. Women get affected the most because of this social psychology behind halo effect, however an opposite opinion is that physical attractiveness may also change decisions, increases self-confidence, and may impact wages increasing.

#  Attributes of Diversity

Diversity at workplaces helps to enhance interactions, performances, and well-being of workers by allowing them to mark comfortable boundaries (Guillaume, Dawson, Otaye‐Ebede, Woods, & West, 2017). Workplaces, which accept diversity may succeed in effective outcomes, likewise in engineering field, if women can have the same space as men, then they all together work for the achievement of company’s goals. The main attribute of diversity is that it allows workers to create an understanding of other market segments, importantly global market. Employees and workers coming from diverse communities and backgrounds develop an understanding of tolerance and quality performances by sharing their skills, experiences and varying methodologies regarding their fields.

Over these past decades, diversity in societies including organizations, companies, and industries has improved due to transformations in politics, socio-economic conditions, technology, and environmental factors (Cletus, Mahmood, Umar, & Ibrahim, 2018). Diversity has allowed people to learn from each other and find different sources to improve their living standards. When it comes to diversity in engineering fields specifically allowing women in this field, the trends are changing slowly, people have now started to accept women in engineering fields, however, and they still lack equal wages. There is an inconsistency in wages of workers, while women are considered to have lower wages in all sectors, not only engineering fields. Diverse societies are not limited to only specific culture, ethnicity, geography, and any gender, diversity means a variety and diverse societies give place to all people regardless of being judged on their gender, and their backgrounds. Diversity in engineering sector allows women to work without any fear of discrimination and biases.

# Ethics and Values

Ethics and values are considered an integral part of a society and a place, which has to be followed by people; otherwise, they will be considered deviants. In the world of science and technology, ethics and values play a vital role in allowing researchers and other people associated with it. Ethical values vary from place-to-place and organization-to-organization. Policies of organizations and companies are made based on these ethical values, which bounds workers to take care of boundaries and limitations being set by them. Sometimes, traditional and typical ethical values of workplaces do not let women be part of global market and do not allow them to earn an appropriate amount for their living. In engineering sector, policies being implemented are violated which have contributed to woman engineers in the past and this has resulted in resignations from their jobs in their field (Fouad, Chang, Wan, & Singh, 2017) . The issues is that their ethical values and concerns are not addressed appropriately, while few companies lack the ability to finding solutions rather they only keep papering these issues and concerns.

## Organization and Evaluation Policies

Every organization follows a policy to make improvements and to carry reliable evaluation processes so that workers show better performances. Policies regarding evaluation in organizations are a process to develop and enhance capacities of employees working in organizations (Toderaş & Stăvaru, 2015). Evaluations in organizations are meant to develop and improve skills of individuals and their performances to be efficient in attaining the organizational goals. Unfortunately, in some sectors like engineering, lacks better evaluation processes, this means that the policy planning, formulation and planning is not appropriate. Engineering fields have to improve evaluation policies and processes, while women in this field can be discussed to make a clear understanding of these processes.

There has to be proper policy making by engineering companies to encourage participation of women in engineering fields. Policies regarding evaluation process have to be improved because performances by women in such companies are not taken into consideration. They are ignored based on their gender and their emotional statuses. While woman is also able to perform better and apply maximum knowledge and skills to show efficiency in their fields.

Organizations have to re-revise their policies regarding evaluations from the beginning to improve efficiency and quality of organizations. During evaluation processes, efficiency and quality are the main factors responsible for the success of organizations in global market where their performances are appreciated (Steiss, 2019). Fair and balanced processes of evaluation are important to encourage participation of all people in the development of organizations, while it is important to be neutral during process of evolution because they change decision-making behaviors of people as well as evaluators. To avoid any biases in evaluation policies there have to be some experts who would make appropriate policies considering all genders as their concerns and important actors in the development of organization. Another option may be anonymity of workers during their evaluation; evaluations should only include their performances, capacity building, skills, and their wages, which are being provided by the organization. Leniency and consistency in evaluation processes results in efficiency and development of organizations. While it may also encourage participation of all genders especially women in the engineering sector for which they are, being discriminated and they have to suffer from biases from other workers and managers in organizations.

## Job Distribution for Women (Unequal job distribution)

 Job distribution is important in every organization to encourage diversity and to have positive outcomes. Job distribution is the distribution of jobs by following certain procedures including tests, demonstrations, and interviews. There is an unequal job distribution for men and women, particularly women are discriminated when it comes to job distribution. Participation of women in workforce is lower as compared to men, which means that women are less likely to have human capital to improve their living standards (*WDR-Report, 2019*) . There is a need of proper policymaking and implementation, which will decrease this job distribution gap between men and women.

 Equal distributions in jobs have to be made sure to encourage women participation in the job market and as well in the engineering in particular to this case. Women in engineering field are discriminated because of their gender roles, which are limited to certain roles traditionally. However, women have capacity and they have skills to work in every field, the main thing required for their encouragement in job market is to provide equal opportunities of employment and equal wages. Unfortunately, women are sometimes discouraged to participate in the job market because they are considered as weaker and it is said that they lack skills as compared to men, who are working in the global market.

 Encouraging women to participate in global market may benefit in several ways, such as there will be no burden of roles limited to a specific gender, there will be more opportunities to all to work. Adding more, there will be more diverse group, which will enhance skill development and learning processes in the organizations resulting in efficiency.

## Work Habits

Work habits develop capacities and learning openness of individuals in the organizations. Work habits are the tasks, which are followed in the organization to complete the given tasks. Working habits vary from people-to-people and organization-to-organization because nature of individuals and work, both are different. Individuals adopt different habits to complete their tasks in organizations. Men and women have also different working habits; they have different methodologies for time management and relation with their nature of work when it comes to organizations (Adams & Blair, 2019). Individuals have adopt different attitudes towards a particular behavior, which reflects their perceptions of being positive, negative and evaluation.

Work habit also includes time management, while people associated with engineering may follow different plans to manage their time, so as others. Working habits of women may be are based on emotions and they make decisions in organizations according to their concerns, sometime they may avoid rational decision-making.

## Discrimination on Job Assignments

In this case of women in engineering fields face some discriminatory behaviors when it comes to job assignments. Engineering activities demand a greater input for their completion; therefore, women are also expected to put more energy to complete their tasks. Apart from these expectations, the issues rise when it comes to task distribution; women are limited to certain tasks in the field of engineering. They are supposed to handle and manage official work rather than going for fieldwork and work using heavy machineries. These heavy work tasks are only given to men because of their physical appearances. Discrimination in job assignments may also lead to a higher turnover ratio of women in their fields. It was studies that, 39 percent of women in engineering have quit their jobs because of their job nature, tasks, and discrimination in wages, while 56 percent of women in technological occupations left their jobs (Ashcraft, McLain, & Eger, 2016).

# Intrinsic Comparable to Extrinsic Values

Intrinsic values are those which are based self and that are said to be, “for ones’ own sake.” Philosophers relate intrinsic values as crucial judgments leading to results of right and wrong decisions. It is quite difficult to judge whether a decision is wrong or right when performing some tasks under certain circumstances. While, extrinsic values are the opposite of intrinsic and these are not the intrinsic values, and these values make individuals able to judge and decide about the outcomes of their work. People performing different tasks are followed having some motivations in their background and it depends on these backgrounds whether people perform it in a better way of not (Benedetti, Diefendorff, Gabriel, & Chandler, 2015) .

##  World Vantage Point

World Vantage Point is a concept, which encourages making differences in the society and helps to follow a unique perspective (Van Dyke 范岱克 & Mok, 2015). Women in engineering field have to follow this because it is motivated to break the stereotypes in the society, which limits women from working in multiple disciplines.

## Expectancy Theory

Expectancy is another name for motivation and this is highly effective when it comes to completion of tasks in varying disciplines (Kohli et al., 2018). Women in engineering field who are already working there follow expectancy theory to avoid any discouraging factors coming from their external environment and which leads to stress them. However, women leaving their jobs because of discrimination and unequal wages have to become a role model for other women and they have to challenge problems to motivate other women in engineering fields.

## Physiological Contract

This is the contract and set of promises between people and different parties to fulfil their needs and expectations, while these parties may include workers, employees and their managers (Rousseau, Hansen, & Tomprou, 2016). Physiological contracts demands full attention to fulfill them to meet a desired result, whether they are organizational or individuals’ desires.

# Is Disparity Absent

In the global market, women in engineering have been suffering from job disparities, which include unequal wages, tasks, job opportunities, and exposures. We can say that there are disparities in the job market and in the wages being offered for women in engineering field that is the reason they are leaving their jobs

## Workforce Impact of Equality in Engineering

There is an imbalance in job opportunities between men and women, which has led to disparities of jobs in the global market. Women are underpresented in the global market and there is a huge gap in the roles related to engineering field. In order to avoid workforce inequalities, there has to be elimination of gender inequalities. Gender inequalities are the reasons, which limit women participation in multiple disciplines, and they lack equal amounts of wages. The key role can be played by the policy makers in the organizations who may help all to have equal opportunities of jobs and wages so that they may live a quality life and improve well-beings (Grimson & Grimson, 2019).

## Stress at work

Work stress is one major organizational concern because it eventually affects individual and organizational performance. It is noteworthy to mention that the risk of stress at work is greatly high in case of engineering sector. Workforce working in engineering-based organizations have potential high hazard to face the challenge of work stress due to complex nature of work (Johnson et al., 2005). The high workload is characterized as major reason for advancing issue of work stress for the ones who are working as engineers. Moreover, imbalance domain between profession and personal life also negatively influence overall well-being of employees. This particular concern eventually turned as the issue of work stress that negatively impact performance of potential workforce.

## Effects of Tension

The effects of tension in the case of the workforce can be immensely detrimental for both workers and for the organization. The major consequence of this issue is appeared as incompetence of employees to perform their daily work tasks according to organizational requirements (Satpathy, Litt, Patnaik, & Mohapatra, 2019). The higher chances of errors are another implication of existence of tension in case of workers. It is observed that growing tension eventually increase the hazard of employees’ turnover that adversely affects organization’s approach to meet potential targets in both short-run and long run.

## Ways to control Stress on the Job

There are several ways and methodologies, which may help in stress management at workplaces. one of the traditional ways to control stress levels is the meditation, this method helps to work effectively and decrease higher level of stress caused by overburden in work related roles and conditions (Sulistiyono & Narsa, 2019). Another method is the distribution of workload at workplace, dividing equal amount of work may be helpful to decrease higher levels of stress. Dividing roles also gives opportunities to all to work equally without being discriminated.

## Conclusion

 There are number of fields in which women are being underrepresented especially in the frilled of engineering. In this field, women participation is discouraged rather than empowering women to participate and be part of these fields. The wage gap is the main problem, which hinders women participation in engineering fields. In order to over come these gender inequalities there has to be appropriate policy making by the organizational leadership because they implement these policies. While, there is also a need of focus on increasing sexist remarks, discrimination and biases.

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