

Gender Discrimination and Job Stress: An Analysis with Respect to Gender and Marital Status

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ABSTRACT

The study investigated the gender discrimination and stress between the male and female employees at public and private sector in Quetta. It also explored the levels of gender discrimination and stress between married and unmarried employees. A sample of 100 employees, including men (n=50) and women (n=50), married (n=66) and single (n=34), was taken from the employees who are working in the public and private sector in Quetta in various institutions including schools, universities, banks and hospitals. Descriptive research design has been used and Everyday Discrimination Scale by Williams (1997) and Job Stress Scale by Lambert (2007), were used to measure everyday gender discrimination and job stress. The results indicated non-significant mean differences for gender discrimination on gender and marital groups, non-significant mean difference for job stress on marital groups and a significant mean difference on gender. In conclusion, the results are inconsistent with previous literature. This can be due to sample size, levels of education, different age groups and differences in population and society, in general. However, with a limited sample size, the results of current study are encouraging. Further researches can be done by increasing the sample size maintaining the equality of gender and marital groups for more generalized results.

Key words: Gender discrimination, Job stress, Gender, and T test.