

Notification No. F. NO. CO E/ Ph. D./(Notification)/527/2023

Date of Award 19/01/2023

Name of the Scholar: Navya Jain

Name of the Supervisor: Dr. Meena Osmany

Name of the Department/Centre: Department of Psychology

Topic of Research: Gender discrimination and stress among working professionals: Exploring perceptions on gender issues and experiences at work

Findings

The current study was undertaken towards exploring gender issues and experiences at work in an employment context. Considering the long-standing problem of gender discrimination, the study modelled gender identity as an antecedent to gender discrimination while stress and well-being were modelled as consequence of gender discrimination. This quantitative study utilized survey method for data collection and PLS-SEM technique for data analysis. The study sample consisted of 304 respondents (151 females and 153 males) engaged in private organizations of the BFSI (banking, financial services, insurance) sector in Delhi NCR region.

The study found that gender discrimination predicted stress at work in a positive direction and well-being at work in a negative direction (for total sample, females and males). Gender identity predicted gender discrimination and stress at work in a negative direction (for total sample, females and males). Gender identity predicted well-being at work in a positive direction only for females. Thus, the research questions of the study were answered, i.e., perceptions of gender discrimination at work amplify work related stress and damage work related well-being, positive self-evaluations of employees' gender group can shield against perceiving gender discrimination at work, providing a buffering capacity from work related stress and enhancing employee well-being.