

Gender effects on employee ratings

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Gender Effects on Employee Ratings

Gender discrimination still tends to be one of the biggest dilemmas of our society.

Gender stereotypes immensely influence decisions, evaluations and ratings in organizations and workplaces. Men and women at all level in organizations are treated differently (Agars, 2004).

This article reflects that how gender discrimination affects the ratings of men and women in particular situations, and how these ratings cast drastic consequences upon their personality, morale, promotion and wages.

Employee ratings and performance evaluations are employed by almost every organization and serve a multitude of purposes. These ratings and performance evaluations lend a hand in providing feedback for the employees and thus are used as the basis for pay increases or promotions (Karen & Madeline, 2006). Considering the perspective of employer, performance evaluations and employee ratings are used to ensure that employees are performing at satisfactory levels, for making personnel decisions, and for increasing communication between organizational levels. Evaluators at different levels need to examine the employees thoroughly in terms of their quality of work, attitude, behaviour and outcomes in order to allot ratings to them. Appropriate and unbiased employee rating cast favourable consequences on both the employees and the company outcome. However, in today's era, much of the employee ratings and evaluations are immensely affected by their gender. On the whole, women are found to be discriminated to a great extent in several aspects of organizational evaluations. The literature suggests that majority evaluators have got well-developed stereotypes of men and women which link men and women to certain behaviors and characteristics. Gender-role stereotypes are defined as descriptive components, which describe actual differences between men and women,