

January 2023

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Recommended Citation

Boohene, David; Maxwell, Amita; Chandra, Archana; Adade, Pearl; and Odame, Christabel (2023) "Perceptions of Men and Women on Respect in Workplace Relationships," *Interscience Management Review*. Vol. 6: Iss. 1, Article 2.

DOI: 10.47893/IMR.2023.1143

Available at: <https://www.interscience.in/imr/vol6/iss1/2>

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Perceptions of Men and Women on Respect in Workplace Relationships

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ABSTRACT

This study looks into how men and women perceive professional relationships based on respect for one another. The study generated responses from 113 employees belonging to the private and public organizations in India. The main statistical tools used for the survey are multiple dichotomy analysis and the interclass correlation coefficient. The study revealed that the perspective of men on the subject of respect in the workplace differs from that of women. Thus, where men primarily associate respect with recognition, women, on the other hand, associate respect with fairness in terms of equal access to opportunities at the workplace. The policy implications of this study draw a parity line for men and women at the workplace to appreciate each other, as such relations purport to be indices for the growth and development of

organizations. In view of this, elements that promote respect among the organizational workforce should be prioritized when formulating company policies.

Key words: Respect, gender, men, women, recognition, and fairness.

INTRODUCTION

According to Klasen and Lamanna (2009), men and women are not fundamentally different from one another. Women report that their life has become a juggling act as they have to shoulder multiple responsibilities at work and home (Bharathi et al., 2018; Lakshmi et al., 2012). Also, Plantenga and Doneva (2015) assert that, developing nations, where women have far fewer rights and opportunities than in industrialized nations, have paid more attention to the economic grounds for female empowerment

and gender equality. Therefore, moral education programs that foster respectful relationships between males and females need to address these highly contextualized types of battles for "gender respect." The advancement of gender equality rests on the promotion of gender respect (Madeleine & Sharlene, 2018). The argument that depicts women as an underutilized commercial resource is the one that is most frequently presented as evidence for more gender equality (OXFAM, 2014; World Bank, 2012; Morrison et al., 2007; Stotsky, 2006). This is a supply-side perspective, according to Jannek and P (2015), concentrating on a more effective use of human resources by giving women the same access to employment, education, and career prospects as males. According to psychological studies, women are more perceptive to social cues when choosing proper behavior. Also, female participants will be more affected by minor variations in study design and execution than male ones (Croson and Gneezy, 2009).

Gender is a crucial component of our vocabulary and is understood to refer to the dynamics between men and women as well as how civilizations and cultures define what is feminine or masculine. According to WHO (2022), gender refers to the socially built traits of women, men, girls, and boys. This covers interpersonal connections as well as the standards, mannerisms, and roles that come with being a woman, man, girl, or boy. Given this, it is necessary to examine the complexity and multi-layered realities of gender in order to

ensure an equal future for men and women in the workplace. For example, the United Nations Millennium Development Goals include gender issues among their top priorities, as casual studies conducted show a considerable relationship between gender parity and development. Gender equality is frequently cited as a good objective in policy texts for equitable and efficiency reasons. For example, the OECD (2012) states that "Gender equality is not simply about economic empowerment; it is demanded by morals, focuses on equity and fairness, and has multiple social, political, and cultural elements." Respect is defined by the United Nations (2022) as "thinking and acting positively about others and oneself," which includes considering how one's actions affect others, being inclusive, and accepting others for who they are, regardless of how they differ from oneself. Respect includes, in addition to admiration or deference for a person, child, non-human group, ideal, or practically any entity or notion, confidence, empathy, compassion, integrity, honesty, and specific actions and conduct that are indicative of that esteem (UN, 2022). According to the definition, respect for non-human entities goes beyond relationships between people. Respect can be used in a variety of contexts and for a variety of things. It is described as "a suitable consideration for the dignity of a person or position" in a workplace (University of Medicine & Dentistry, 2004). Respect is a strong motivator for both men and

women in the workplace. Ruth M. (2016) asserts that respect for coworkers' duties in the workplace and for one another fosters a congenial work environment. It also encourages cooperation, synergy, and collaboration, which are crucial elements in developing a workforce that values performance, productivity, and the quality of its output. According to social scientists, relationships at work either exemplify feminine or masculine traits. Experts categorize emotional, nurturing, harmonic, and group-oriented workplaces as feminine, while hierarchical, systematic, and analytical workplaces may be classified as masculine (Thory, K., 2013). Relationships at work may be defined by various work environments. According to Gareth and Jennifer (2003) research, men and women in leadership positions value exciting work in a supportive environment roughly equally. According to the study, men think their working expectations are met more frequently than women, which could account for why more women quit their jobs while men kept getting promoted. The situation can exist because men and women may have different ideas about what respect is. In workplace relationships, what one person perceives as respectful may not be held in the same high esteem by another person, and this could be represented as a relative impression of respect. Hence, the purpose of this survey is to explore how men and women perceive respect in professional relationships in order to determine an absolute impression of

respect in situations where it is possible to do so.

Objective of the Study

1. To investigate how men and women view respect in working relationships.

Hypothesis

H₁: There is no substantial difference between how women and men view respect in workplace relationships.

H₂: There is a substantial difference between how women and men view respect in workplace relationships.

MATERIALS AND METHODS

The study generated responses from 113 out of 150 circulated questionnaires, representing a response rate of 75.3%. The 113 respondents consisted of 59 women and 54 men working in banking, health, and educational firms belonging to both the private and public sectors. The sampling technique used for the study is purposive sampling. Respondents were mainly employees with at least five years of working experience. To develop the study's ten variables, a review of various literature as well as semi-structured interviews were conducted. The variables were tested for their consistency at a Cronbach Alpha of 0.923 to validate the reliability of the 10 items used for the study. The main statistical tools used for the survey are multiple categorization analysis and the interclass correlation coefficient.

ANALYSIS AND DISCUSSION OF RESULTS

Table 1. Case Summary of Multiple Dichotomy Response

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
q1 * Respect	110	94.8%	3	5.2%	116	100.0%

Table 1 indicates that there were (3) missing responses out of the (113) total responses for the ten variables used in this study.

Table 2. Multiple Dichotomy Response (Respect Frequencies)

		Responses		Percent of Cases
		N	Percent	
Will you associate respect with^a	Recognition	67	11.5%	60.9%
	Privacy	64	11.0%	58.2%
	Fairness	90	15.4%	81.8%
	Tone of Speech	68	11.7%	61.8%
	Body language	46	7.9%	41.8%
	Compliance	53	9.1%	48.2%
	Trust	57	9.8%	51.8%
	Status	44	7.5%	40.0%
	Rewards	54	9.3%	49.1%
			40	6.9%
Total		583	100.0%	530.0%

a. Dichotomy group tabulated at value 1.

Table 2 above indicates that 110 out of 113 respondents checked each box for the ten variables. The question "Will you associate respect in relations at the workplace with recognition, privacy, fairness, tone of speech, body language, compliance, trust, power, status, or rewards?" revealed that 110 respondents checked a total of 583 boxes, which is almost six boxes per respondent.

Fairness, tone of speech, and recognition were the more prevalent determinants of respect as per the survey. However, among the trending items, "fairness," which accounted for 81.8% of the checked cases for workplace respect, appeared to be the most variable. The least important of the ten variables is "rewards," which represents 36.4% of the checked cases.

Table 3. Cross Tabulation- Gender Perspective on Respect

			Associate respect with a										Total
			Recogni	Priv	Fair	Spee	Body	Compli	Trust	Power	Rew	Status	
Gender		Count	tion	acy	ness	ch	lang	ance					
	Male	Count	50	30	41	29	35	38	30	34	40	30	53
	Female	Count	17	34	49	39	11	15	27	10	14	10	57
Total		Count	67	64	90	68	46	53	57	44	54	40	110

Percentages and totals are based on respondents.

a. Dichotomy group tabulated at value 1.

Table 3 shows a cross-tabulation of male and female perspectives on respect. Thus, whereas most men associate respect with recognition, women, on the other hand, identify respect with fairness, tone of speech, and trust. Also, both men and women accorded high ratings to fairness. From above, it is observed that 41 out of the

54 male respondents, representing 75.9% of the response rate, attributed respect in workplace relationships to fairness. On the other hand, 49 out of the 59 female respondents, representing an 83.1% response rate, attributed respect in workplace relationships to fairness.

Table 4. Interclass Correlation Coefficient

	Intraclass Correlation ^a	95% Confidence Interval		F Test with True Value 0			
		Lower Bound	Upper Bound	Value	df1	df2	Sig
Single Measures	.517 ^b	.441	.599	12.915	109	981	.000
Average Measures	.915	.888	.937	12.915	109	981	.000

Two-way random effects model where both people effects and measures effects are random.

The interclass correlation coefficient (ICC) measures a relation between two variables of different classes and in this case how male and female view respect. As seen from Table 4 above, the

correlation coefficient is highly significant with an average measure of (0.915) which is regarded as high as it is above the minimum accepted value of (0.7).

Table 5. ANOVA

	Sum of Squares	df	Mean Square	F	Sig
Between People	155.367	109	1.425		
Within People					
Between Items	13.131	9	1.459	13.220	.000
Residual	108.269	981	0.110		
Total	121.400	990	0.123		
Total	276.767	1099	0.252		

Grand Mean = .51

Given that all ten factors included in this survey were taken into account, Table 5 above shows that the test statistics is significant at $p=0.000$; <0.05 , indicating that there is a substantial difference between how men and women view respect in workplace relationships.

CONCLUSION

From the results of the survey, it is observed that employee loyalty and worker engagement at the workplace depend not only on high compensation and comprehensive benefits in the form of cash rewards but also on mutual respect amongst working colleagues and employee-employer relations. In addition to this, as per the study, it is observed that the concept of respect is viewed differently by men and women. Whereas men primarily associate respect with recognition, women, on the other hand, associate respect with fairness at the workplace. Fairness in the context of this survey refers to equal access to opportunities and privileges at the workplace.

RECOMMENDATION

The study recommends a steady progress from a relative to an absolute model of respect, where respect is woven around a sensitive commitment towards accepted and predefined norms for men and women in workplace relations. This progress will augur well for workplace relationships as well as organizational development practitioners because people feel encouraged to go the extra mile when they know they are respected for who they are at the workplace, irrespective of their gender. In view of this, elements that promote respect among the organizational workforce should be prioritized when formulating company policies.

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