Abstract:

“Workplace Gender and Family Discrimination: How It Manifests and How to Reduce It”

Despite the evolvement of gender roles and increasing educational attainment by women over the past century, gender disparities still persist, especially in the workplace. Moreover, as women transition into the motherhood later in life, disparities are further exacerbated. Therefore, my program of research focuses on examining the intersection between workplace gender and family issues, and both individual and organizational remediation strategies to address these issues. To illustrate that, I will discuss a set of 3 papers. The first one is my 2017 paper published in Group & Organization Management, which used a pre-test/post-test design with a field sample to evaluate sexual harassment training effectiveness. Specifically, drawing from the expectancy theory, I argued and found that individual perceptions toward different layers of training contexts interact to influence training outcomes. The second one is a current work-in-progress paper that uses a field-experimental design to look at hiring discrimination against working mothers. Preliminary results indicated that while formal discrimination may not be as prevalent, discrimination against working mothers is manifested in the interpersonal context, such that working mothers are rejected at a faster rate than both non-mothers and men. Lastly, I will discuss my dissertation as an example of discrimination against working mothers after they enter the workplace. Drawing from the leader-member exchange and stigma frameworks, I argue that pregnancy disclosure can be detrimental to women’s relationship with their supervisors, but women can engage in image maintenance strategies to repair damage done to the relationships. To sum up my talk, I will discuss some of the future directions within my program of research.