

A Study on Gender and Job Design Exploring Equity in Task Assignment at Suolificio Linea Italia Ltd

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Abstract - The concept of gender and job design plays a critical role in shaping equitable workplaces. This study explores how gender influences the process of job design, particularly in the assignment of tasks, responsibilities, and roles within organizations. Historically, job structures have often reflected gender biases, leading to unequal distribution of workloads, limited growth opportunities for women, and the reinforcement stereotypical roles. By examining both traditional and contemporary approaches to job design, this research aims to identify the extent to which gender equity is integrated into task assignment practices.

KeyWords: Task rotation, Worklife, Gender equity, Bias reporting, Challenging task, Task allocation, Gender diversity.

I. INTRODUCTION

In the modern decades, issues of gender equity and fairness have become central themes in organizational research and practice. Despite widespread awareness and advocacy for gender equality in workplaces,

disparities remain evident in how jobs are the Male and female employees. Job design the process of structuring work roles responsibilities, and systems within organizations profoundly affects employee performance satisfaction, and professional development. However, gender-based assumptions and cultural expectations often influence how these jobs are constructed and how specific tasks are assigned. organizational structures have been shaped by patriarchal norms, where men were viewed as the primary breadwinners and women as nurturers or supporters. These historical patterns have contributed to gendered divisions of labor, not only in society at large but also within professional environments.

Objectives of the study:

1. To examine gender influences in task assignment.
2. To analyze employee perception inclusiveness of work tasks.

3. To identify disparities in task distribution in among genders

III LITERATURE REVIEW

Joan Acker (2017) argues that organizations are inherently gendered. Structures and practices often reinforce traditional gender roles, relegating women to lower-status positions and disadvantaging them promotion and leadership opportunities. Workplace bias is perpetuated by gender women as nurturing and men as assertive. Studies by Heilman (2012), Eagly & Karau (2002), and Moss-Racusin et al. (2012) document how these biases affect hiring, performance evaluations, and promotion.

K.Nelson (2015) conducted a study titled "The Implications of Workplace Organizational Gender Inequality." She proposes that traditional assessments often ignore deep cultural norms that lead to inequality. She recommends thinking about assessment frameworks. She demonstrates that diversity assessments combined with accountability increase gender equity.

Laura (2015) emphasizes that robust gender audits reveal gaps in promotion, pay, and participation. She highlights the importance of data-driven workplace assessments in identifying barriers for women in leadership. She recommends standardized gender assessment tools for policy impact and organizational reform.

Rashmi Chordiya (2018) conducted a study titled "An Internal and External Influences on Role

gender dynamics on design team. She shows how assessment frameworks improve organizational gender equality through benchmarking and certification. She focuses on gender-focused assessments to psychological safety and inclusive organizational culture.

Sage (2014) shows how poorly designed gender assessments reinforce rather than reduce inequalities. She argues that assessment must be tied to accountability for effective reduction in inequality. She discusses the role of gender assessments in moving from tokenism to genuine inclusion.

V. RESEARCH METHODOLOGY

MEANING OF RESEARCH METHODOLOGY

Research methodology is the systematic and organized approach used by researchers to conduct a study and investigate a specific problem or question. It outlines the overall research design, the type of data to be collected, the methods and tools used for data collection, and the techniques for data analysis.

RESEARCH DESIGN

This study is Descriptive in nature. Descriptive research design is a type of research methodology that focuses on providing an accurate and systematic description of a particular phenomenon, situation, or population.

Sampling framework:

- Sampling unit-employees of Suolifico linea italic
- Sampling size-154

The tools used are,

- Chi square
- Correlation

Chi-square:

The Chi-Square test is a non-parametric statistical method used to evaluate whether there is a meaningful association between categorical variables in a dataset. It works by comparing the actual observed frequencies of occurrences in each category with the expected frequencies that would occur were no relationship between the variables.

CORRELATION

To examine the relationship between the organization fosters experimentation and innovation organizational promotes a culture based values

V. DATA ANALYSIS:

MEANING OF DATA ANALYSIS

Analysis of data is a process of inspecting, cleaning, transforming and modeling data with the goal of discovering useful information, suggesting confusions and supporting decision making. Data analysis has multiple facts and approaches, encompassing diverse technique under a variety of names, in different business, science and social science domains.

CORRELATION

To examine the relationship between the fairness of task assignment within the team and the decision making of the team.

HYPOTHESIS

NULL HYPOTHESIS (H0)

There is no association between fairness of task assignment within the team and the decision making of the team

ALTERNATIVE HYPOTHESIS (H1)

There is an association between fairness of task assignment within the team and the decision making of the team

		are you satisfied with the fairness of task assignment within the team	are you satisfied with the decision making of the team
fairness of task assignment within the team	Pearson Correlation	1	-.009
	Sig. (2-tailed)		.914
	N	154	154
the decision making of the team	Pearson Correlation	-.009	1
	Sig. (2-tailed)	.914	
	N	154	154

INFERENCE:

The Pearson correlation coefficient (r 0.009) indicates an extremely weak negative relationship between satisfaction with fairness of task assignment and satisfaction with decision-making in the team. The p-value = 0.914, which is much greater than 0.05, means the relationship is not statistically significant.

CHI -SQUARE TEST

To examine the relationship between the gender of the respondents and performance data

HYPOTHESIS

NULL HYPOTHESIS (H0)

There is no association between the gender and performance data.

ALTERNATIVE HYPOTHESIS (H1):

There is a association between the gender and performance data

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.255 ^a	3	.001
Likelihood Ratio	18.737	3	.000
Linear-by-Linear Association	15.656	1	.000
N of Valid Cases	154		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 42.

INFERENCE:

The Chi-square value is 16.255 with 3 degrees of freedom and the p-value = .001. Since the p-value is less than 0.05, we reject the Null Hypothesis (H0).

VI. CONCLUSION

FINDINGS:

The 47.40% of the respondents strongly agree that opportunities are fairly to the distributed across genders where the 44.81% of the respondent to the agree and 1.948% respondents

to the neutral and 1.29% respondents to the disagree.

The 35.6% of the respondents strongly agree and 48.70% respondents to the agree and 16.23% respondents remains neutral.

The 55.19% of the respondents highly satisfied and 38.31% of the respondent satisfied and 6.494% of the respondent stayed neutral.

SUGGESTIONS:

Introduce mentorship opportunities pairing younger employees (18–30) with senior staff for knowledge transfer.

Align career development programs with educational backgrounds for maximum engagement.

Encourage postgraduate-level skill training or certification programs for continuous learning

CONCLUSION:

The study collectively enhancement aim to build a fair, inclusive, and performance-driven organizational culture. By maintaining gender balance, promoting equal opportunities, and ensuring transparency in all HR processes, the organization can strengthen both employee trust and engagement. Regular gender audits,

awareness programs, and mentorship initiatives will not only enhance diversity and leadership representation but also foster a workplace environment that values collaboration and respect. Moreover, aligning professional development with employees' educational backgrounds and career stages will improve productivity and job satisfaction across all age groups.

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