

A Study on Effective Gender Assortment towards the Worker's Endorsement in the Engineering College, Salem District, Tamil Nadu

C. Suganya¹ and D. Barani²

¹Assistant Professor, Department of Management Studies, M.Kumarasamy College of Engineering, Karur, Tamil Nadu, India.

²Assistant Professor, Department of Commerce, Jairam Arts & Science College, Salem, Tamil Nadu, India.

Email: suganyac.mba@mkce.ac.in

baranimba26@gmail.com

Abstract -- The delivering of the employee assortment is the fact that every single individual is distinguishing, and on the topic of their inimitability could be like their race difference, gender difference, age difference, class difference and physical ability difference, along with sexual grouping and religious inclination. Gender assortment in more important in the field of professional teaching and this paper is highlighting the aspects of gender assortment consequences on the workers endorsement in the Engineering College located in Tamil Nadu and focus on one district Salem. In Salem District at the time of research there are 24 Engineering colleges with statically data of 2336 workers are in teaching and the sample taken for survey is 331 workers from all the categories. The survey collected by using Structured Questionnaire which is focus on gender assortment oriented. The descriptive research design is used for this research. To measure the hypothesis, the researcher used the following tools like Correlation Analysis, independent T Test sampling. The output of this research paper shows that there is a important affinity between gender assortment and worker enactment in engineering college. The research work proves there is no important affinity lies in the gender assortment and workers endorsement.

Key Words: Gender Assortment, Endorsement, Effective

I. INTRODUCTION

Workers are assorted by various dimensions they are by age, gender, education qualification, religions, experience and income also one of the factors. The effective gender assortment depends on the workers endorsement while in the field of education assortment by gender varies by handling the students and the way of approach as big deal the way of teaching also differs. In the greater education even, government have taken more steps to eliminate the assortment among the workers, by enormous training and development programme. To investigate the affinity between the gender Assortment and workers

Endorsement in engineering colleges at Salem District. possibility of the study

REVIEW OF LITERATURE

Gender Assortment, Sean Dwyer ET al (2003) examining the factor causing of gender assortment in management on firm's Endorsement. The study suggested that the gender assortment will be effect on the management levels which is tempered by the firm's strategic orientation path, the organizational culture which resides, in the multivariate interaction among these variables.

Ali Ahmadi ET al (2018) examined the affinity between the two aspects of the Duality Role of Chief Executive Officer (CEO) and the CEO tenure, on the board structures and gender Assortment have two activity on Endorsement in listed companies in CAC 40.

Almudena Barrientos Báez ET al (2018) explored the status of gender Assortment in corporate governance and its implications to corporate Endorsement and emotional intelligence.

Daniel Fox ET AL (2019) examined that there are gender disparity in the salaries of K-12 educators with others. This study reveals that an important part of the gender gap relay on the male educators with earning additional income outside of their primary teaching salary. Trong Tuan Luu ET AL (2019) investigated how to do the assortment-oriented HR practices, that address about the gender assortment and on their value of employee Assortment contribution towards employee work engagement.

II. RESEARCH METHODOLOGY

The researcher used the research design of cross sectional research. The sample population is 2236 among which 331 sample size is chosen for the study. The research tools used for measuring the affinity between the the gender assortment and worker endorsement are descriptive methods of mean and

Standard Deviation to rank the factors and Independent T Test sample and Correlation analysis.

H1: There is a significant affinity between the gender Assortment and workers Endorsement in engineering colleges at Salem District.

H2: Gender have not equal means on effective workforce Assortment in the engineering colleges at Salem district.

Table 1: Gender of the Respondents

Gender	Frequency (f)	Percentage (%)
Male	168	50.8
Female	163	49.2
Total	331	100.0

III. DATA INTERPRETATION

A. Central Tendencies of Measurement of Variables

The measurement of central tendencies was used to measure and fix the level of agreement of the respondents on each item of the variables, like gender Assortment, age Assortment, educational background Assortment, organizational tenure Assortment, work experience Assortment, religion Assortment and in their institution.

Table 2: Central tendencies measurement of construct of gender on Endorsement

Mean		Std. Deviation	
A1	The workers are not been discriminated by the employer while hiring and recruiting based on gender basis.	3.2840	1.19253
A2	There is a proper mix of males and females in the organization	3.0121	1.17028
A3	There are females in top management	2.8671	1.09842
A4	There is no gender bias during the Endorsement appraisal process. Increments and promotions are purely given on the merit basis.	2.9607	1.10986
A5	Male & female workers are treated in a fair & equal manner.	3.2659	0.98258
A6	I feel comfortable working with the opposite gender	3.6224	1.08124
A7	Working with opposite gender helps me increase my Endorsement	3.3172	1.02940
A8	Women's were involved in the organization's decision making as much as men.	3.2326	1.04314
A9	The organization's T&D program is developed to meet the criteria/requirement of the male and female.	3.1843	1.20070

Based on the findings in Table 2 above, the respondents agreed about the "The workers are not been discriminated by the employer while hiring and recruiting on gender basis" (Mean = 3.2840; STANDARD DEVIATION = 1.19253). Furthermore, the respondents agreed that "There is a proper mix of males and females in the organization" (Mean = 3.0121; STANDARD DEVIATION = 1.17028), "Male & female workers are treated in a fair & equal manner" (Mean = 3.2659; STANDARD DEVIATION = 0.98258), "I feel comfortable working with the opposite gender" (Mean = 3.6224; STANDARD DEVIATION = 1.08124), "Working with opposite gender helps me increase my Endorsement" (Mean = 3.3172; STANDARD DEVIATION = 1.02940), "Women are being involved in the organization's decision making as much as men" (Mean = 3.2326; STANDARD DEVIATION = 1.04314), and "The organization's T&D program is developed to meet the criteria/requirement of the male and female" (Mean = 3.1843; STANDARD DEVIATION = 1.20070).

On a different note, the respondents gave a neutral response on that "There are females in top management" (Mean = 2.8671; STANDARD DEVIATION = 1.09842). Furthermore, the respondents gave a neutral response on that "There is no gender bias during the Endorsement appraisal process. Increments and promotions are purely given on the merit basis" (Mean = 2.9607; STANDARD DEVIATION = 1.10986).

IV. CORRELATION ANALYSIS

The statement of possibility is given below:

H0: There is no significant affinity between the gender Assortment and workers Endorsement in engineering colleges at Salem District.

H1: There is a significant affinity between the gender Assortment and workers Endorsement in engineering colleges at Salem District.

Table 3: Correlation of gender Assortment and workers Endorsement

Gender Assortment		Workers Endorsement	
Gender Assortment	Pearson Correlation	1	0.038
Sig. (2-tailed)		0.490	
Employee Endorsement	Pearson Correlation	0.038	1
Sig. (2-tailed)		0.490	

From the above table 3, it can be seen that the correlation coefficient (r) equals 0.038, indicating a positive correlation at the same time no significant affinity between the gender Assortment and workers Endorsement. Since p-value (0.490) > 0.05, we accept the null possibility. It was concluded that there

is no important affinity between the gender Assortment and workers Endorsement

V INDEPENDENT SAMPLE T TEST

Gender wise opinion of workers regarding the workforce Assortment in the engineering colleges.

H0: Gender have equal means on effective workforce Assortment in the engineering colleges at Salem district.

H1: Gender have not equal means on effective workforce Assortment in the engineering colleges at Salem district.

Table 4: Group Statistics for gender wise opinion of workers regarding the workforce Assortment in the engineering colleges

Workforce Assortment	Gender	N	Mean	Std. Deviation	Std. Error Mean
Gender Assortment	Male	168	3.1905	0.85438	0.06592
	Female	163	3.2515	0.83403	0.06533
Age Assortment	Male	168	3.7262	0.68081	0.05253
	Female	163	3.7301	0.67642	0.05298
Educational Background Assortment	Male	168	3.4583	0.69948	0.05397
	Female	163	3.3988	0.72470	0.05676
Organizational Tenure Assortment	Male	168	3.8690	0.67955	0.05243
	Female	163	3.7975	0.62023	0.04858
Work Experience Assortment	Male	168	3.9583	0.69519	0.05363
	Female	163	3.9877	0.67575	0.05293
Religion Assortment	Male	168	3.5893	0.91121	0.07030
	Female	163	3.6258	0.81715	0.06400

The table 4 shows that the sample sizes used for our t test are 168 (Male) and 163 (Female).

- Male have an average 'Gender Assortment' score of 3.1905 whereas the female scores 3.2515.
- Male have an average 'Age Assortment' score of 3.7262 whereas the female scores 3.7301.
- Male have an average 'Educational Background Assortment' score of 3.4583 whereas the female scores 3.3988.
- Male have an average 'Organizational Tenure Assortment' score of 3.8690 whereas the female scores 3.7975.

- Male have an average 'Work Experience Assortment' score of 3.9583 whereas the female scores 3.9877.
- Male have an average 'Religion Assortment' score of 3.5893 whereas the female scores 3.6258.

Table 5: Independent-Samples T Test for gender wise opinion of workers regarding the workforce Assortment in the engineering colleges

Workforce Assortment		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Gender Assortment	Equal variances assumed	0.010	0.920	-0.058	329	0.511	-0.06106	0.09284	-0.24369	0.12157
	Equal variances not assumed			-0.0658	328.9	0.511	-0.06106	0.09280	-0.24362	0.12151
Age Assortment	Equal variances assumed	0.009	0.922	-0.052	329	0.959	0.00387	0.07461	-0.15065	0.14291
	Equal variances not assumed			-0.052	328.8	0.959	0.00387	0.07461	-0.15064	0.14289

	not ass um ed									
Educ ation al Back groun d Assor tment	Eq ual vari anc es ass um ed	0. 1 3 3	0. 7 1 6	0. 7 6 1	32 9	0. 44 7	0.05 956	0.07 828	- 0.0 94 43	0.2 13 55
	Eq ual vari anc es not ass um ed									
	Eq ual vari anc es not ass um ed									
Orga niza tional Tenur e Assor tment	Eq ual vari anc es ass um ed	0. 7 3 6	0. 3 9 2	0. 9 9 9	32 9	0. 31 9	0.07 150	0.07 157	- 0.0 69 30	0.2 12 30
	Eq ual vari anc es not ass um ed									
	Eq ual vari anc es not ass um ed									
Work Expe rience Assor tment	Eq ual vari anc es ass um ed	0. 6 1 4	0. 4 3 4	- 0. 3 9 0	32 9	0. 69 7	- 0.02 940	0.07 539	- 0.1 77 70	0.1 18 90
	Eq ual vari anc es not ass um ed									
	Eq ual vari anc es not ass um ed									
Relig ion	Eq ual	3. 3	0. 0	- 0.	32 9	0. 70	- 0.03	0.09 523	- 0.2	0.1 50

Table 5 explores that Independent-Samples T Test used for gender wise opinion of workers regarding the workforce Assortment in the engineering colleges.

- Gender have equal means on 'Gender Assortment', because the mean 'Gender Assortment' scores did not differ, $t(329) = -0.658$, $p = 0.511$. The population means are equal that is the p-value (0.511) which is greater than the significance level of 0.05. Hence, the null possibility are recognized, there is relationship between the gender and gender assortment and the alternative possibility rejected.
- Gender have equal means on 'Age Assortment', because the mean 'Age Assortment' scores did not differ, $t(329) = -0.052$, $p = 0.959$. The population means are equal that is the p-value (0.959) which is greater than the significance level of 0.05. Thus, the null possibility are recognized that there is relationship between the gender and age assortment and the alternative possibility rejected.
- Gender have equal means on 'Educational Background Assortment', because the mean 'Educational Background Assortment' scores did not differ, $t(329) = 0.761$, $p = 0.447$. The population means are equal that is the p-value (0.447) which is greater than the significance level of 0.05. Therefore, the null possibility are recognized, that there is relationship between the gender and the educational background assortment and the alternative possibility rejected.
- Gender have equal means on 'Organizational Tenure Assortment', because the mean on 'Organizational Tenure Assortment' scores did not differ, $t(329) = 0.999$, $p = 0.319$. The population means are equal that is the p-value (0.319) which is greater than the significance level of 0.05. So, the null possibility are recognized, that there is a relationship between the gender and the organization tenure assortment and the alternative possibility rejected.
- Gender have equal means on 'Work Experience Assortment', because the mean 'Work Experience Assortment' scores did not differ, $t(329) = -0.390$, $p = 0.697$. The population means are equal that is the p-value (0.697) which is greater than the significance level of 0.05. Accordingly, the null possibility are recognized, there is a

relationship between the gender with work experience assortment and the alternative possibility rejected.

- vi. Gender have equal means on 'Religion Assortment', because the mean 'Religion Assortment' scores did not differ, $t(329) = -0.383$, $p = 0.702$. The population means are equal that is the p-value (0.702) which is greater than the significance level of 0.05. Consequently, the null possibility are recognized, there is a relationship between the the gender have relationship with religious assortment and the alternative possibility rejected.

Therefore, it is concluded that gender have equal means on effective workforce Assortment (Gender Assortment, Age Assortment, Educational Background Assortment, Organizational Tenure Assortment, Work Experience Assortment, and Religion Assortment) in the engineering colleges at Salem district since their p-values (0.511, 0.959, 0.447, 0.319, 0.697, and 0.702 irrespective) which are greater than the level of significance level of 0.05. Therefore, the null possibility are recognized, there are relationship between the the gender, age, educational background, organization tenure assortment, work experience and religious assortment and the workers enactment

Therefore, the null possibility are recognized and the alternative possibility rejected.

In state to comparing the samples means of marital status wise opinion of workers regarding the workforce Assortment in the engineering colleges at Salem district. The Independent-Samples T Test was conducted and results were given below.

VI FINDINGS AND SUGESSTION

To investigate the affinity between the gender Assortment and workers-endorsement in engineering colleges at Salem District.

- i) With regard to 1stpossibility (H_1), the result reveals that there is a positive correlation at the same time no significant affinity between the gender Assortment and workers Endorsement.
- ii) Regarding 2NDpossibility (H_7), the result indicates that gender have equal means on effective workforce Assortment (Gender Assortment, Age Assortment, Educational Background Assortment, Organizational Tenure Assortment, Work Experience Assortment, and Religion Assortment) in the engineering colleges at Salem district.

VII SUGGESTION

All genders ought to be treated in a reasonable and equivalent way. There ought to be no sexual orientation predisposition at the season of Endorsement evaluation or promotions. Management of engineering colleges should keep on promoting equivalent career growth opportunities for all sex. To energize gender Assortment, managements should make adaptable working strategies that can assist female workers with managing their work and their own life (work-life balance) without conflicts. The management ought to likewise endeavor to screen their measurement by checking occasionally the rate of male and female in the organization, the rate of promotion for male and female and even the normal salary of the two sexes at each dimension in the organization. By doing this, they can make sure to see whether their strategies are supporting Assortment as far as contracting both male and female, advancement and maintenance.

VIII CONCLUSION

The study on effective gender assortment towards the worker endorsement in engineering colleges, article is an eye opening for the gender assortment reflection in the endorsement of their work, the assortment based on the gender is the part of their endorsement, this can be rectify by the rational treatment of the male and female in the endorsement appraisal. This has to be started from the salary, responsibility distribution by promotions and the training which make them to balance their work and the own life without conflict. Compare to the male, female can be given leaves and extra privileges not the monetary benefits.

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