The Impact of Gender Discrimination on Employee Payment: The Mediating Role of Education Level and Years of Experience in Taizhou Universities

Xing Su, Dhakir Abbas Ali

Gender discrimination is an issue that affects many walks of life, including academic institutions. This study delves into the impacts of gender discrimination on employee salary in the environment of Taizhou universities, specifically looking at the moderating function of education level and years of experience. The data was compiled using a quantitative approaches approach and was based on surveys that were administered to staff members across all levels and departments. The findings reveal a significant gender pay gap, with males often earning more than women do for equivalent work. Because more education was associated with larger financial benefits for men and women, it became clear that a person's degree of education was a significant moderator. The gender disparity persisted, however, and was most pronounced among female employees, suggesting that sexism is present "even among the most educated". Because of the complex interplay between "gender discrimination, education, "and experience, the study makes it evident that many interventions are required to effectively resolve pay gaps. Some of the recommendations include conducting regular pay audits, establishing clear guidelines for remuneration, and launching programs to raise awareness and educate employees about the importance of diversity in the workplace. All things considered, our results show that sexism has a lasting impact on pay for university workers in Taizhou and that removing institutionalised biases is crucial for achieving gender parity in the workplace and beyond. Businesses may make strides towards a more inclusive workplace by recognising and resolving gender disparities.

Keywords: Gender Discrimination, Employee Payment, Education Level, Years of Experience.

1. Introduction

Wage fairness, promotion chances, and hiring processes are just a few areas where gender bias persists in the workplace throughout the world. There has been no success in eradicating the practice. Wage gaps between men and women persist, highlighting how difficult it is to achieve genuine equity in the workplace despite our progress. In educational institutions, where equity and justice ought to reign, this is a particularly pressing matter (Arshad, 2020). Gender bias may show up in numerous places, including pay rates, promotions, and recruiting practices. Gender prejudices, whether subtle or obvious, make it harder for women to get jobs and climb the corporate ladder. There may be a lack of female representation in leadership roles and other types of professional advancement because women face more discrimination

than men do while trying to advance in their careers in the corporate world. A persistent salary disparity makes gender discrimination in the workplace quite clear. Even after controlling for factors like industry and location, research shows that there is still a gender wage disparity. The gender wage gap is not due to women's special abilities but rather to institutionalised prejudices that fail to recognise the worth of women's work. To solve this problem, researchers need a dedication to equitable compensation practices, new rules, and transparency about pay scales. It is very troubling that there remains a gender pay gap, especially at universities that profess to support equality and justice. These organisations should show they care about fairness and equality in their hiring methods and the classes they provide. Researchers have shown that female professors often earn less than their male counterparts, despite having the same degrees and doing equivalent work. This discrepancy undermines the ideals of academic institutions and calls for institutional adjustment to guarantee equitable treatment of all workers. Companies should tackle gender prejudice head-on by taking a comprehensive strategy (Attaran, 2019).

2. Background

The act of treating a person unjustly or discriminating against them based on their gender is referred to as gender discrimination at this point. This can manifest itself in several ways, for as via unequal opportunities for advancement, disparities in income, and discriminatory recruitment techniques. The gap in wages between men and women is a strong indication of gender discrimination in the workplace, as stated (Baggio & Marandola, 2022). It is a representation of the gender pay gap, which is widely used to bring attention to systemic prejudices that make it possible for men to have a financial edge over women. Gender discrimination may be more prevalent in a university context due to the complex academic hierarchy and the subtle ways in which it shows itself. It is envisaged that universities, which are centres of knowledge and growth, would serve as models of equality and justice in the context of their operations (Bennedsen et al., 2023) The persistent existence of gender pay inequalities and other types of gender prejudice in the workplace, on the other hand, is a factor that undermines the aims of inclusion and equality. There is a significant gender disparity in the workplace, which is made worse by the policies and procedures that are followed by several different companies. The rules and processes that pertain to human resources may include some of the most severe examples of sexism that can be found in the corporate sector. The decision-making and execution processes that are involved in human resources affect the rates of advancement, earnings, promotion possibilities, and workforce participation among women. Researchers have established a paradigm for human resources that provides insight into how gender inequality in the workplace becomes self-sustaining. When it comes to human resources (HR) decision-making and practice implementation, women are subjected to unfair treatment as a consequence of sex bias that exists within the wider structures, processes, and policies of the organisation (Barger, 2021).

3. The purpose of the research

The purpose of this research was gender prejudice in the public and private sectors around

Taizhou University was the driving force behind this study. Researchers randomly selected each company's health and education divisions. Finding out how gender discrimination affects women's motivation, engagement, contentment, and stress levels in the workplace was the primary goal of this research.

4.   Literature Review

The issue of gender discrimination in employment and salaries is a widespread problem that continues to plague the workforce. This problem is a problem that continues to affect the workforce. The negative repercussions of this problem have a disproportionately unfavourable impact on women. The purpose of this literature review is to investigate the issue of discrimination in the workplace that is conducted based on gender, as well as to investigate the many ways in which sexism in the workplace manifests itself in institutional settings. Pay and employment bias against women is maintained by a variety of reasons, and these elements contribute to the perpetuation of these phenomena. Procedures, rules, and the sexism of those in charge of making decisions are all included in these variables. As a result of this, there are adverse effects that may be felt by individuals, organisations, and society as a whole (Berkovich, 2020).

Measures that are essential in the process of resolving this problem include the adoption of policies that are fair and transparent, the removal of biases in the processes of recruitment and promotion, and the formation of inclusive organisational cultures. All of these measures are necessary. The purpose of "this study, which is titled the gender Discrimination in Employment and Pay a Review of Literature on the Impact of Processes, Practices, and Decision Makers' Sexism on Employees, "is to investigate effective interventions and strategies to eradicate gender discrimination and promote gender equality in the workforce". Additional research is required to investigate these interventions and strategies (Cheema & Jamal, 2022).

5.   Question

Which is the effect of years of experience on employee payment in Taizhou University?

6.   Methodology

Research Design:

The study employed a mixed-methods approach, combining quantitative data analysis with qualitative interviews to gain a comprehensive understanding of the issue. Quantitative data was collected from university records and surveys, focusing on employee demographics, education levels, years of experience, and salary information. Qualitative interviews were conducted with faculty and staff to gain insights into their experiences and perceptions regarding gender discrimination and pay disparities. They used SPSS version 25 to analyse quantitative data. The odds ratio and 95% confidence interval were used to quantify the strength and direction of the statistical link. The declared threshold of statistical significance

was p < 0.05. To get a feel for the fundamentals of the data, descriptive analysis was used. The characteristics of quantitative techniques include data modification using computational tools, mathematical, numerical, or statistical analysis of data collected by surveys, polls, and questionnaires, and objective measurements.

Sampling: Rao-soft software was used to estimate the sample size of 1120, 1350 questionnaires were distributed, 1280 questionnaires were returned, and lastly, 80 questionnaires were rejected owing to incompletion of the questionnaire. 1200 people from China were contacted and surveyed for the study. There were 576 men and 624 females that filled out the 1200 total surveys and interview.

Data and Measurement: A review of the literature indicates that quantitative and qualitative methods have been used in the study. Online surveys were distributed via email and social media. Qualitative interviews were conducted with faculty. A questionnaire survey served as the main data collector for the study. There were two sections to the survey: (A) General demographic information and (B) Online & non-online channel factor replies on a 5-point Likert scale. Secondary data was gathered from a variety of sources, with an emphasis on online databases.

Statistical Software: MS-Excel and SPSS 25 were used for Statistical analysis.

Statistical tools: Descriptive analysis was applied to understand the basic nature of the data. A pilot study was conducted with the questionnaire using a group of 20 people The validity and reliability of the data were tested through ANOVA.

i)   Conceptual framework

7.   Results

7.1 Factor Analysis:

 Principal component analysis, or PCA, is a method for simplifying models by decreasing "the number of variables" to a smaller set of components that may explain the most variance. Consider this situation to illustrate the point. For the sake of argument, let's say the researcher is trying to measure persistence via a 25-item survey. Reducing the number of questions in the survey is the researcher's goal making it shorter. One possible approach to reducing the number of questions is to use "principal component analysis (PCA) to" identify and eliminate duplicates. Think about a scenario where "questions 22 and 25 are almost" identical; they ask the same question but with different wording and structures. One of these enquiries is unnecessary here. Primary component analysis (PCA) allows us to reduce complex issues or variables   to   their   fundamental   components. Principal component analysis is sometimes, but incorrectly, called "exploratory factor analysis (EFA)." Since EFA is more concerned with components than factors, the name "factor" is

inappropriate and misleading. Many applications recognise PCA as a factor analysis method. Both exploratory analysis of factors and principal component analysis are ways to reduce variables, and they have some similarities. Finding a subset of the original set of variables (the "principal components") that together account for most of the observed variance is the main objective of principal component analysis.

Numerous applications make use of principal component analysis (PCA): (a) In the past, researchers assumed that many of the variables say, seven or eight reflected the same underlying notion, like depression, and researchers evaluated them all using questionnaire questions or statements. On the one hand, researchers may decide to leave out certain variables from a questionnaire or other measurement scale if they discover a strong relationship between them. On the other hand, they may want to create a questionnaire or other measurement scale "but aren't sure if all of the variables measure the construct they're interested "in, like depression. To determine which variables, the construct under evaluation "loads" onto. As a result, it's easier to see if any of the selected variables aren't adequately representative of the construct of interest and may be eliminated from the revised measurement scale; (c) if want a shorter scale that people are more inclined to fill out, or if there are currently enough items measuring the same construct want to test whether an existing scale can be trimmed to contain fewer things, such statements or questions. Here are a few instances when PCA has been useful, among others. The most common use of component analysis (FA) is to validate the latent components structure for a collection of measured variables. It is often considered that latent factors are responsible for the observed scores on the measured or indicator variables, even though they cannot be explicitly analysed in most circumstances. FA is a model-based approach. Specifically, researchers are interested in error, hidden factors, and measurable variables about one another.

The Kaiser-Meyer-Olkin (KMO) Test is a measure of how suited the data is for factor analysis. The test measures sampling adequacy for each variable in the model and for the complete model. The statistic is a measure of the proportion of variance among variables that might be common variance. The lower the proportion, the more suited their data is to factor analysis.

KMO returns values between 0 and 1. A rule of thumb for interpreting the statistic:

• KMO values between 0.8 and 1 indicate the sampling is adequate.

• KMO values less than 0.6 indicate the sampling is not adequate and that remedial action should be taken. Some authors put this value at 0.5, so use your judgment for values between 0.5 and 0.6.

• KMO Values close to zero means that there are large partial correlations compared to the sum of correlations. In other words, there are widespread correlations which are a large problem for factor analysis.

For reference, Kaiser put the following values on the results:

• 0.00 to 0.49 unacceptable.

• 0.50 to 0.59 miserable.

• 0.60 to 0.69 mediocre.

-     0.70 to 0.79 middling.

-     0.80 to 0.89 meritorious.

-     0.90 to 1.00 marvellous.

The first step in factor analysis is to determine if the data has the required characteristics. Data with limited or no correlation between the variables are not appropriate for factor analysis. The researcher was using these criteria to test if the data are suitable for factor analysis: Bartlett and KMO for each variable.

The KMO and Bartlett test evaluate all available data together. A KMO value over 0.5 and a significance level for Bartlett's test below 0.05 suggest there is substantial correlation in the data. KMO measures can also be calculated for each variable. Values above 0.5 are acceptable.

Table 1: KMO and Bartlett's Test

KMO and Bartlett's Test^a		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.850
Bartlett's Test of Sphericity	Approx. Chi-Square	4350.175
	df	190
	Sig.	.000
a. Based on correlations		

Ensuring that the data is suitable for factor analysis is the first step in exploratory factor analysis (EFA). In this regard, Kaiser recommended holding off on factor analysis until a sample adequacy coefficient value greater than 0.5 was obtained using the KMO (Kaiser-Meyer-Olkin) indicator. Based on the data utilized in this inquiry, the KMO value is 850. The results of Bartlett's test of sphericity also showed a significant level of 0.00.

7.2 Test for Hypothesis

7.2.1 Dependent Variable

-     Employee Payment

The monetary remuneration and benefits that workers get as a result of their job constitute employee payment, an essential feature of employment. Wages, salaries, and other direct types of payment are all part of this category, as are indirect forms of compensation such as incentives, perks, and bonuses. Attracting, motivating, and retaining top talent is heavily dependent on the form and delivery of employee reward. Workers are more likely to be satisfied with their jobs and loyal to their organisations when they are paid a fair wage for the work they put in. Legal and ethical company practices need these systems, which also show adherence to labour laws, industry standards, and company regulations (Chen et al., 2023).

7.2.2   Mediating Variable

-     Education Level

The term "education level" describes a person's most advanced degree or level of formal

education. It is a major factor in deciding a person's social standing, earning potential, and career prospects, and it is also an important indication of a person's academic credentials. Literacy and other foundational abilities are at one end of the spectrum, while higher-level academic and professional credentials are at the other (Barger, 2021).

7.2.3   Independent Variable

- Gender Discrimination

Discrimination against people because of their gender is known as gender discrimination. The workplace, classroom, doctor's office, and social encounters are just a few places it shows up. Institutional policies, social mores, and gender stereotypes all contribute to this sort of discrimination, which disproportionately affects women, transgender people, and others who do not identify with a binary gender (Chuang et al., 2023).

- Relationship Between Gender Discrimination and Employee Payment Through Education Level.

The relationship between gender discrimination, employee payment, and education level highlights how gender biases continue to affect income and career opportunities, even when educational attainment is considered. Limited access to excellent education for women and marginalised genders is a root cause of gender discrimination at the educational level in some regions of the globe. Cultural and societal norms and expectations might direct females into lower-paying careers in healthcare, education, or social services or discourage them from seeking higher education altogether. When contrasted with traditionally male-dominated industries like engineering, IT, and finance, these areas are often underappreciated. Significant gender-based economic differences, independent of educational level, are a direct outcome of this   segregation.
Disparities in pay remain even when women and other oppressed genders have the same or more education than males. At every level of schooling, there is a gender pay gap: males earn more than women do for equivalent employment. Women who have master's degrees often earn less than males who hold comparable or lesser degrees. This demonstrates the gender biases that exist in the way employers perceive and evaluate credentials and talents.

There is a strong correlation between this dynamic and possibilities for promotion and professional progress. Researchers call the barrier that prevents women from advancing to higher-paying careers and leadership responsibilities the "glass ceiling." The gender wage gap widens when women have lower promotion rates than males, even when both sexes are equally competent for the position. On top of that, while having the credentials for higher-paying positions, women and other marginalised genders are disproportionately placed in lower-paying ones. This perpetuates the vicious cycle of reduced wages even after completing further degrees (Arshad, 2020).

Based on the above discussion, the researcher formulated the following hypothesis, which was analyse the relationship between gender discrimination and employee payment through education level.

"H_{01}: There is no significant relationship between gender discrimination and employee payment through education level."

"H$_1$: There is a significant relationship between gender discrimination and employee payment through education level."

Table 2: H$_1$ ANOVA Test

ANOVA					
Sum					
	Sum of Squares	**df**	**Mean square**	**F**	**Sig**
Between Groups	39936.307	486	3993.631	2350.855	.000
Within Groups	145.083	713	1.6530		
Total	40081.390	1199			

The outcome is noteworthy in this investigation. F=2350.855 and a p-value of.000 (below the 05 alpha threshold) indicates statistical significance. A rejection of the null hypothesis and acceptance of "H$_1$: There is a significant relationship between gender discrimination and employee payment through education level", accompany this finding.

8.   Discussion

They gathered information for their investigation from six of China's most prestigious business journals. Through a systematic analysis of a sample of scholars, our work provides international researchers with a window into the distinctive contributions of Chinese literature to the field of human resource management. They then moved on to talk about the findings of our inquiry, which showed a lot of interesting patterns in methodology and themes, and how these patterns may be used to create a worldwide community of knowledge. Human resource management in China has shown significant development and progress over the last seven years, as evidenced by the extensive coverage and thorough analysis of these resources. Everything that has happened in terms of education and growth has happened in China. The growth trajectories of the main HRM subfields are quite similar, as shown by the aforementioned conceptual reasoning. Each pattern's evolution began with the dissemination of foundational ideas and theories from the corresponding academic discipline. Testing of increasingly sophisticated models followed a few experimental experiments. Discrimination against women in recruiting and pay is a direct outcome of sexism in organisational practices, rules, and decision-making. After comparing the theoretical and methodological rigour of studies conducted in 2001 and 2002 with those conducted in later 2006 and 2007, researchers found that all subdomains had significantly improved. Professors of human resources in China have shown extraordinary mastery throughout this period. Management of human resources research in China maintains a tight relationship with mainstream studies while still maintaining its distinct viewpoint. To ensure that their research has a significant local and worldwide influence, she advised Chinese academics to think independently when selecting research subjects in her talk "as president of the International Association for" Chinese Management Research. The general public assumes that Chinese and Asian scholars are more likely to dwell on "hot" issues like gender bias in the workplace and other contentious issues.

9.   Conclusion

The human resource management (HRM) academics in China are confident in their ability to make significant contributions to the global HRM community, despite the linguistic barrier that exists between them. Despite this, the fact remains that human resource management scholars in China and the rest of the globe face a linguistic barrier. To summarise, their study is the first of its kind to conduct a thorough assessment of management research published in academic journals with a Chinese headquarters. Since our research was the first of its type, researchers were honoured to receive this recognition. For the sake of fostering globally beneficial academic contact, review articles like these are desperately required in several subfields of management, including strategic management. This study's findings provide important insight into how size and institutional factors impact the human resource management practices of Chinese family firms. This study is particularly relevant to a country like China, which is geographically quite dispersed and is experiencing major market shifts due to the government's economic reform initiatives. In addition to providing a contextualised picture of HRM in China as a whole, they help fill an empirical gap by focussing on a neglected sector: family businesses' HRM. This serves to rectify the situation in two ways. To begin, the empirical gap is aided by our results. As a result, our study has added to our understanding of the factors that impact HRM in Chinese family firms and the level of formality seen in this sector. A work environment that is conducive to collaboration, strong social bonds, and employee engagement may be more easily created via informal HRM techniques, in contrast to formal HRM that promotes a sense of fairness and consistency among employees.

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