

Gender stereotypes essay



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Everyone to a certain degree, accept gender stereotypes; as gossip or an old cultural implication.

Whatever it is, it is based on a kernel of knowledge – true or untrue. The gender issue involving stereotyping in the workplace is when a person applies an assumed set of common traits and behaviors of a particular gender; be it male or female, to a specific person based merely on the knowledge of that person's membership in the gender. Stereotypes may be positive or negative, but it's the application of those stereotypes that cause threats to the organization's infrastructure. Gender stereotypes entail a major gender gap in most organizational systems. If either gender is thought to have certain skills, a particular person in that gender that who does not acquire them may be viewed harshly.

Gender stereotyping leads to discrimination in pay, employing recruitment and retention, and certain advancement opportunities. In some cases it has lead to sexual harassment and even discrimination of pregnant women. Stereotypes such as women won't keep long term jobs or the fact that women won't devote their time to solely to work because of their children will prevent opportunities. The female sex has more of a difficult time in getting the same benefits, wages, and job opportunities as the male sex. For instance, the stereotype of an attractive women being presumed as playful and incompetent can be applied to men to, but it affects the advancement of women far greater. In a few cases, homosexual men discriminated against due to their nature.

They aren't considered to have masculinity and therefore are neglected from certain job positions. The Women "Take care," Men, "Take charge," basically emphasizes that men are more aggressive and ideal for leadership roles and women are too comforting and sensitive to deal with serious issues. Men are often viewed as the "breadwinner" of the family, and the wife is the supporting factor where her salary wouldn't be considered as sufficient and it's just there to support the man's salary. This means that women are perceived as having lesser pay than men even if they have equivalent job positions.

Men view women as having a deficiency in skill and problem solving traits. However studies show that women have advantages in verbal abilities when it comes to language comprehension and men have more visual and spatial skills. Stereotypically, men occupy a large number of career roles such as doctors, and police officers; basically physically and mentally asserted occupations and women occupy more subtle roles involving nurturing such as nurses and teachers. Theories such as the nature vs. nurture theory exhibit the discussion that people inherit characteristic traits compared to environmentally develop them.

Nevertheless, this theory can be stressed in nursing occupations. This field is usually inhabited by females, but growing trends are seeing potential male candidates in the field which go against the stereotype that men aren't nurturing or caring so therefore, unacceptable in the nursing field. In any perspective, this is discrimination, so the Supreme Court in the States has made gender stereotyping illegal because of its reference to discrimination. The idea that women should be "feminine" and men should be masculine is <https://assignbuster.com/gender-stereotypes-essay/>

a mindset that has been fixed into the minds of both genders for ages.

However, people are usually oblivious to the in-between factor.

For instance, homosexual men are considered feminine so the stereotype of men being masculine would discriminate homosexuals unnecessarily.

Stereotypes in gender can prove to be consequential and/or discriminative. It have affects both sides, greatly but more so the female sex. Men are also subjected to stereotypes where they have to appear more aggressive. The occupation of male nurses is a growing field, showcasing the variation of gender occupied roles.

Traditionally women uphold this position because they are considered more of nurturing type of person. But it goes to show that the roles can be changed for varying job descriptions. Certain ongoing stereotypes about the method in which women handle responsibilities pertaining to their families are major reasons why woman allocate less than 5 percent of top managerial jobs. Knowledge capital is ultimately the organization's greatest asset.

Companies should develop and retain the best types of talent and that can be derived from both genders.

Innovation will keep companies competitive in the industry it's in and this is only possible by retaining talent from different types of people disregarding their gender or sexuality. Gender stereotyping is an issue of diversity, so the solution would be comprised of the employees' basic comprehension and consciousness of the matter using tools and on-the-job aids such as employee handbooks. Some would argue to educate men in feminism and educate women in masculinity. However, that would be too complex of a

solution. It's less risky and more effective when management makes the issue of awareness of gender stereotypes more distinctively. Using a gender diversity program that teaches employees of stereotypical misjudgements will allow both genders to comprehend the issue, therefore disengaging the ignorance of male and female stereotypical roles.

Companies can also implement more precise and visible evaluations of performance management by in terms of behaviour. This can be done by multiple people to grasp a 360 degree perspective. Another solution can involve management executing a collection of checks of employee behaviour and integration in the organization's culture to prevent hints of stereotyping. Organizations can also train upper managerial levels and executives about the effects of stereotyping and the influence it has on organizational behaviour, productivity, and profitability. This would also lead to the implementation of a set of tips to override the problem such as displaying scenarios that contradict specific stereotypes. It is recommended that organizations display the achievements of prominent women in the workplace by showcasing their accomplishments in roles that are conventionally male-occupied positions.

This would ensure that the organizations image involves the advancement of employees in accordance to their work and not necessarily their sex or gender.