

EDUCATIONAL ATTAINMENT AND EXPERIENCE MITIGATE THE IMPACT OF GENDER DISCRIMINATION ON EMPLOYEE REMUNERATION AT TAIZHOU UNIVERSITIES.

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ABSTRACT

The issue of discrimination based on gender is pervasive and has an effect on a broad variety of domains, including educational institutions. This study investigates the impacts of gender discrimination on salaries in the setting of Taizhou universities, with a particular emphasis on the moderating effects of education and experience. In order to facilitate the collection of information via the use of a quantitative technique, questionnaires were sent to all levels and departments of the staff. There is a significant disparity in income between men and women, as shown by the fact that males usually earn more than women do for doing the same or comparable job. Considering that higher levels of education were associated with greater financial benefits for both men and women, it is clear that education had a substantial role in moderating the connection between the two variables. In light of the fact that the gender gap continued to exist and was far more visible for female workers, the phrase “even among the most educated” is a clear indicator of sexism. Due to the very complex ways in which “gender discrimination, education, and experience” interact with one another, it is important to carry out a number of interventions in order to reduce pay gaps in an acceptable manner. There have been a number of recommendations that have been put up, some of which include the following: the establishment of set compensation standards; the conduct of frequent pay audits; and the beginning of programs to educate and engage workers with the benefits of diversity in the workplace. Based on the comprehensive results, it has been shown that sexism has a considerable impact on the pay of university workers in Taizhou. In addition, they bring to light the very important need of eradicating systematic biases against women in order to attain parity in the workplace as well as in other areas of society.

Keywords: Gender Discrimination, Educational Institutions, Compensation Standards, Comparable Job, Education, and Experience.

INTRODUCTION

On a worldwide scale, gender prejudice in the workplace continues to exist, and it has an effect on a variety of aspects, including salaries, promotion opportunities,

and the procedures of hiring new employees. Attempts to remove the practice have not been successful, but it has continued. Despite the fact that there has been tremendous progress, experts have shown that it is difficult to achieve genuine parity in the workplace owing to the fact that there are still discrepancies in salaries between men and women. It is especially concerning that this is occurring at educational institutions, which are supposed to be places where fairness and justice are prioritised above all else. There are a number instances in which gender prejudice may manifest itself, including hiring methods, promotion procedures, and wage policies. Whether they are overt or covert, gender biases make it more difficult for women to get employment and advance their careers inside the business world (Xu & Deng, 2023). It's possible that women encounter greater obstacles than men do when they're seeking to progress their careers in the corporate sector. This might be the reason why women are under-represented in leadership jobs and other sorts of executive responsibilities. It is quite evident that there is gender discrimination in the workplace when there is a persistent gap in salaries. The findings of the study indicate that there is still a salary gap between men and women, even after taking into account characteristics such as the sector and the region. It is not women's particular contributions to the workplace that are to blame for the gender pay gap; rather, it is systemic biases that diminish the value of how much women contribute to the workforce. It is necessary for us to commit to equal compensation methods, establish new standards, and maintain openness about pay scales in order to find a solution to this issue. The fact that there is still a salary difference between men and women is a highly concerning issue, particularly at educational institutions that claim to be committed to equality and justice. These companies need to demonstrate that they are concerned about justice and equality in the manner in which they hire employees and in the lessons that they provide. On the other hand, studies have shown that female academics often earn less than their male colleagues, regardless of the amount of work they put in or the degree of education they possess (Tang & He, 2022).

BACKGROUND OF THE STUDY

Individuals are subjected to discrimination on the basis of their gender when they are treated unfairly or when they are discriminated against. This might express itself in a variety of ways, including but not limited to compensation discrepancies, unfair recruiting practices, and uneven chances for growth. One of the most obvious signs that there is discrimination based on gender in the workplace is the disparity in salary that exists between men and women. The term refers to the disparity in compensation between men and women, which often draws attention to the structural biases that enable males to earn more money than women. The complexity of academic hierarchies and the diverse character of the issue may contribute to the potential for gender prejudice to be more common on college campuses. People look to universities as centres of learning and growth because they are expected to set a positive example when it comes to principles of justice and

equality. However, the goals of inclusion and equality are undermined when there is a continued prevalence of gender bias and salary discrepancies in the workplace in the workplace (Liang & Zhou, 2023). The gender gap that currently exists in the workplace is exacerbated by the employment policies and procedures of a variety of different businesses. It's possible that the most horrific examples of sexism in corporate America may be found in the policies and practices of human resources. Among the factors that influence women's participation, pay, promotion opportunities, and advancement rates in the workforce are the decision-making and execution processes that pertain to human resources. A model for human resources that the researcher has recently established sheds light on the self-sustaining cycle of gender inequity in the workplace. The larger structures, procedures, and policies of the organisation include sex bias, which results in women being subjected to unfair treatment when it comes to the decision-making process and the execution of HR practices. Because of this disparity, the goals of academic institutions are called into question, and there is a need for institutional change in order to ensure that all workers are treated in a fair manner. With the intention of confronting gender discrimination head-on, organisations have to adopt an all-encompassing approach (Chen & Wu, 2024).

THE PURPOSE OF THE RESEARCH

With the use of this study, the researcher was able to determine the extent to which gender prejudice is prevalent in the public sector and in the workplace in the Taizhou University region. Each corporation's health and education departments were selected at random from among those that were available. This research endeavoured to investigate the impact that gender discrimination has on the levels of stress, motivation, engagement, and satisfaction that women experience in their professional lives.

LITERATURE REVIEW

In terms of employment and pay rates, discrimination on the basis of gender is a widespread and continuous issue in the labour market. This problem is a problem that has been going on for a long time. Due to the fact that they are more likely to be affected negatively by this problem, women are the ones who are disproportionately affected. The researcher hopes that by doing this literature review, the researcher will be able to get a more in-depth understanding of the nature and scope of gender discrimination in the workplace, as well as the institutional settings in which it is represented. Both men and women continue to face discrimination in terms of salary and employment for a number of reasons (Yang & Zhao, 2023). This prejudice is still prevalent today.

There are a number of elements that contribute to the issue, including policies, laws, and the sexism of those in positions of control. The impacts of the issue will

be felt by individuals, businesses, and the community as a whole as a direct result of this action. It is vital to establish policies that are both transparent and fair in order to successfully handle this problem. Additionally, it is necessary to eradicate biases in the process of recruiting and promoting personnel, and it is necessary to build organisational cultures that are inviting to all individuals. According to the authors of the article titled “Gender Discrimination in Employment and Pay: A Review of Literature on the Impact of Processes, Practices, and Decision Makers’ Sexism on Employees,” additional research is required in order to discover methods that can put an end to discrimination against women and encourage equal pay for men and women. This is stated in the article (Sun & Guo, 2022).

RESEARCH QUESTION

How does work experience influence employment compensation?

METHODOLOGY

RESEARCH DESIGN

The quantitative data analysis was conducted using SPSS version 25. The odds ratio and 95% confidence interval were used to ascertain the strength and direction of the statistical link. The researchers developed a statistically significant criterion at $p < 0.05$. A descriptive analysis was performed to determine the key characteristics of the data. Quantitative approaches are often used to evaluate data obtained from surveys, polls, and questionnaires, as well as data modified by computational tools for statistical analysis.

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 incompleteness 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 questionnaire survey served as the principal tool for data gathering in the study. The survey had two sections: (A) General demographic information and (B) Responses on online and offline channel variables assessed using a 5-point Likert scale. Secondary data was obtained from many sources, mostly on internet databases.

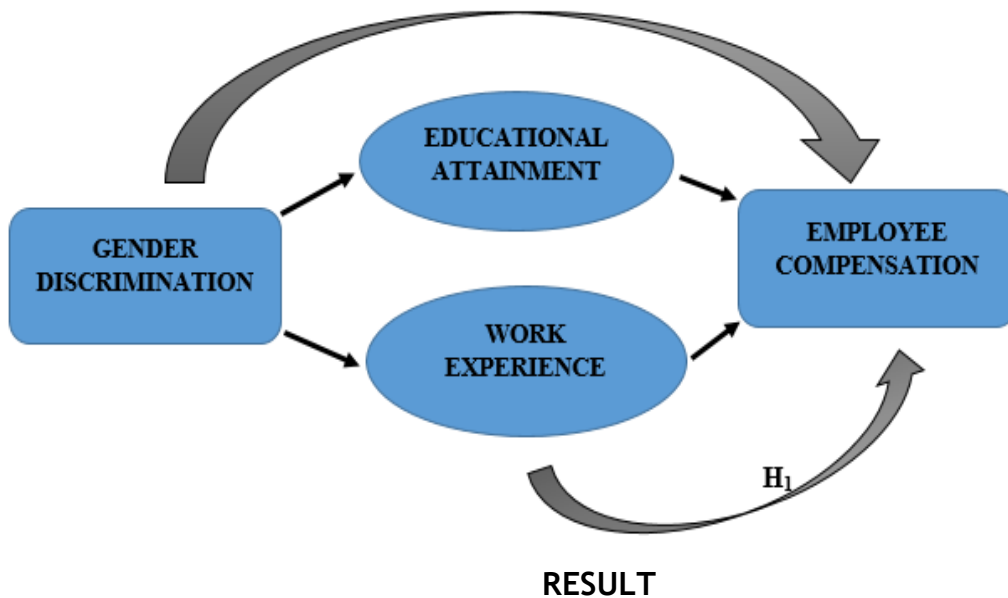
STATISTICAL SOFTWARE

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

STATISTICAL TOOLS

To grasp the fundamental character of the data, descriptive analysis was used. The researcher is required to analyse the data using ANOVA.

CONCEPTUAL FRAMEWORK



Factor Analysis: Principal Components Analysis (PCA) is a method for diminishing the number of variables in a model while maximising the variance explained by a reduced set of variables, referred to as components. Consider this circumstance as an illustration. Consider that the researcher is endeavouring to assess persistence using a survey of 25 questions. The researcher intends to condense the survey by decreasing the number of questions. Employing principal component analysis (PCA) to identify and eliminate redundant enquiries may effectively reduce the total amount of enquiries. Examine the scenario in which questions 22 and 25 are almost identical; they articulate the same inquiry using different wording and structures. In this instance, one of these enquiries is redundant. Researchers may use principal component analysis (PCA) to distil a substantial array of queries or variables into their fundamental components. Principal component analysis is sometimes inaccurately referred to as exploratory factor analysis (EFA). The use of the name “factor” in Exploratory Factor Analysis (EFA) is misleading and inappropriate, since the emphasis is on components rather than factors. PCA is identified or used by several software applications as factor analysis. Exploratory factor analysis and principal component analysis have several similarities as strategies for variable reduction. The objective of principal component analysis is to identify a reduced set of ‘artificial’ variables—termed ‘principal components’—that account for the bulk of the variance in the original set of variables. The applications of principal component analysis (PCA) are extensive: (a) Previously evaluated several variables, around seven or eight, where each variable corresponds to a questionnaire item or

statement, based on the premise that some variables represent the same underlying construct, such as depression. Researchers may opt to omit certain variables from a measurement scale, such as a questionnaire, if they exhibit strong interrelations; conversely, they may seek to develop a new measurement scale but remain uncertain whether all variables accurately assess the construct of interest, such as depression. To determine whether the construct being assessed correlates with all variables or with a subset thereof. This helps in determining if some selected variables inadequately reflect the construct of interest to the researcher and should be excluded from the new measuring scale. (c) To determine if an existing scale may be condensed to include fewer items, such as questions or statements, either due to the presence of sufficient items assessing the same construct or the intention to create a more concise scale that respondents are more inclined to complete. Several instances of PCA's extensive applicability include the following. factor Analysis (FA) is often used to validate the latent component structure of a collection of measured variables. Typically, latent factors cannot be directly evaluated; nonetheless, they are thought to account for the observed scores on the measured or indicator variables. FA is a methodology that depends on models. The primary emphasis is on relationship modelling among quantifiable variables, latent factors, and errors.

The Kaiser-Meyer-Olkin (KMO) Test assesses the appropriateness of data for factor analysis. The assessment evaluates the sample adequacy for each variable inside the model as well as for the overall model. The statistic quantifies the fraction of variation among variables that may represent common variance. A smaller fraction indicates greater suitability of their data for 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 the researcher judgment for values between 0.5 and 0.6.
- KMO Values close to zero mean 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 stage in factor analysis is to ascertain if the data has the necessary attributes. Data exhibiting little or no connection among the variables are unsuitable for factor analysis. The researcher uses Bartlett's test and the Kaiser-Meyer-Olkin (KMO) measure to assess the appropriateness of the data for component analysis for each variable.

The KMO and Bartlett tests assess the whole of the available data together. A KMO score over 0.5 and a Bartlett's test significance level below 0.05 indicate a significant correlation within the data. KMO metrics may also be computed for each variable. Values over 0.5 are deemed acceptable.

Table 1: KMO and Bartlett's Test.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.950
Bartlett's Test of Sphericity	Approx. Chi-Square	3252.968
	df	190
	Sig.	.000

The first stage in exploratory factor analysis (EFA) is to ascertain the data's appropriateness for factor analysis. Kaiser advised postponing factor analysis until a sample adequacy coefficient over 0.5 is achieved, as shown by the KMO (Kaiser-Meyer-Olkin) measure. The KMO value derived from the data used in this analysis is .950. Bartlett's test of sphericity yielded a significant result of 0.00.

DEPENDENT VARIABLE

Employee compensation: In this context, "employee compensation" refers to all of a worker's financial rewards, including their regular salary, perks, bonuses, and other incentives. For a better understanding, the researcher may break down employee compensation into its individual components. A worker's take-home pay is the total amount of money that payroll processes. This includes commissions, which may be paid either monthly in a set amount or by the hour. Regular compensation and salary payments are made to employees. Benefits provided to employees by their companies. Plan types that fall under this umbrella include health, dental, vision, life, stock option, profit sharing, retirement, and other types of leave. While some of these benefits are required by law, others are up to the discretion of the employer. Bonuses are paid out to employees when the company's sales goals are met or when there is a surplus in the budget at the end of the year.

Payroll also deals with them; however, they aren't always distributed from pay cycle to pay cycle (Zhou & Ma, 2023).

MEDIATING VARIABLE

Work Experience: Gaining practical knowledge with an employer involves learning about a specific function, company, or career path via work experience. Internships, job shadowing, and volunteer work are also generally accepted forms of work experience by most companies. Experience in a variety of fields is crucial for those just starting out in their careers, those looking to switch gears, or those want to go back into the workforce after a hiatus. The researcher can't go further in any field without work experience, which not only helps the researcher develop the researcher abilities but also reveals more about who the researcher are. Work experience, in general, is preferable to a lack of it. Obtaining relevant job experience paves the way for senior and advanced roles in the road. Gaining a professional network that might help the researcher progress in the researcher career is another perk of working for a while. There are credentials that, on occasion, call for a certain amount of years of experience. An Associate Chartered Accountant, for instance, is someone who has worked in the field for a number of years. Years of job experience tell prospective employers whether you're good at what the researcher do or if the researcher need more instruction. The researcher boss may have faith in the researcher ability to teach new staff if, for instance, you've been there for three or four years. As the researcher career progresses, the researcher may have the self-assurance, expertise, and competence to seek out leadership roles in the researcher industry. To lead a team effectively, a research manager, for instance, need first-rate communication and comprehension abilities as well as extensive knowledge of research methodology and concepts (Liu & Feng, 2024).

INDEPENDENT VARIABLE

Gender Discrimination: It is still discriminatory to treat someone differently because of their gender, regardless of whether that person's gender is expressed via their sexual orientation or not. This encompasses not just sexual orientation but also gender identity and expression. Misconceptions about gender and what it "should" include in expression and performance are a common source of gender-based discrimination. The idea that a person's biological sex is the only determinant of their gender is one example of a common yet false assumption. Disregarding a person's gender or the researcher own expectations for how they should be handled is, however, always incorrect. Discrimination based on gender limits people's self-expression and identity, which is a negative thing (Wang & Zhang, 2023).

Beyond that, it leaves out or marginalises members of the community who don't fit neatly into binary gender categories, including trans and non-binary people of

colour, women who experience disability, trans women from Asian backgrounds, Native Americans, and African-Americans. This kind of prejudice disproportionately affects transgender, non-binary, and gender non-conforming individuals due to cissexism, which is defined as the hate, fear, ignorance, and/or erasure of trans people. Women, particularly trans women, often face gender discrimination due to sexism, which is defined as racism, sexism, or any other kind of prejudice, stereotyping, or discrimination that leads to inequalities or limits based on gender (Chen & Li, 2022).

Relationship Between Work Experience and Gender Discrimination: When it comes to ascending the corporate ladder, experience is essential; nevertheless, discrimination based on gender may lessen the benefit of experience. Women often face discrimination that stops them from rising in their jobs and earning greater incomes, despite the fact that most of the time they have the same amount of experience or even more than men. There is a possibility that women may face barriers in their professional lives as a result of gender discrimination, which will result in their competence being unappreciated in contrast to that of both men and women. This is particularly true in firms that are controlled by males, namely those in which women are confronted with a “glass ceiling” that prohibits them from rising in their jobs regardless of how talented they are (Zhao & Yang, 2023). In addition, women are more likely to have gaps in their employment experience as a result of professional interruptions such as maternity leave or caregiving responsibilities, which may result in unfair fines from employers. On the other side, men have a stronger tendency to get higher wages and promotions more rapidly than females do since their experience is seen to be more relevant and continuous. The presence of biased working conditions is another element that adds to the experience gap. This may result in a reduction in the number of mentorship programs and other opportunities for women to improve their abilities. In order for companies to effectively handle this issue, it is vital for them to implement fair evaluation techniques, ensure that all individuals have equal access to chances for professional growth, and combat preconceptions that devalue the experiences of women. What the researcher needs to do is find a means to reduce this gap if the researcher want to create an inclusive working environment in which everyone has the opportunity to prosper (Feng & Liu, 2024).

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

H₀₁: There is no significant relationship between work experience and gender discrimination.

H₁: There is a significant relationship between work experience and gender discrimination.

Table 2: H1 ANOVA Test.

ANOVA					
Sum					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	39588.620	512	5465.523	1022.740	.000
Within Groups	492.770	687	5.344		
Total	40081.390	1199			

This investigation yields remarkable results. The F value is 1022.740, attaining significance with a p-value of .000, which is below the .05 alpha threshold. This signifies the “**H₁: There is a significant relationship between work experience and gender discrimination.**” is accepted and the null hypothesis is rejected.

DISCUSSION

For this study, they scored six of China’s most prestigious management journals for relevant articles. The study provides international scholars with a chance to learn about the distinctive contributions of Chinese literature to HRM research by systematically researching a sample of academics. Following this, they went on to talk about the investigation’s findings, which showed a number of interesting methodological and thematic themes, and how these trends might be used to create a worldwide knowledge community. 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 in these resources. All of this learning and progress has happened in China. The growth trajectories of the main HRM subfields are quite similar, as shown by the aforementioned conceptual reasoning. The foundational ideas and theories of the corresponding academic discipline formed the basis for the subsequent development of each design. Subsequently, a number of preliminary studies were conducted, and ultimately, more sophisticated models were tested. Gender discrimination in employment and remuneration occurs because of sexism in rules, methods, and decision-making. Later 2006 and 2007 researchers found that all subdomains had significantly improved when compared to 2001 and 2002 researchers in terms of theoretical and methodological rigour. Professors of human resources in China have shown extraordinary mastery throughout this period. Research in Chinese human resource management is strongly connected to mainstream studies, even as it maintains its own distinct viewpoint. To ensure that their research has a significant local and worldwide influence, the researcher advised Chinese academics to think independently when selecting research subjects in her talk “as president of the International Association for” Chinese Management Research. Academics in China and Asia as large are stereotyped as being more interested in “hot” issues like employment discrimination based on gender.

CONCLUSION

Finally, in order to evaluate the quality of research on a worldwide and regional level, they would want to provide three primary criteria. Two features that come under this category are their rigour and their representativeness. Researchers state that anything is relevant when it is noteworthy, useful, practical, and intriguing all at once. Striking parity instead of aiming to grow, reproduce, or innovate would be the most efficient method for human resource management. How much the events in question are shaped by their context, which includes historical events, cultural norms, legal frameworks, and institutional frameworks. Representativeness. Whether the results reflect genuine variations “in the management phenomena that” between countries or are just the result of survey technique is an important issue that emerges from the responses. Second, how have the authors ensured linguistic, conceptual, contextual, and other forms of equivalence from a methodological perspective? In what ways was the sample selected, how many people took the time to take out the survey, and how comprehensive was the coverage? Detail level. It is necessary to assess the study procedures (including design, pretest, administration, interpretation, etc.), as well as the data quality, reliability, and validity of the measurements. Until then, they will have no idea how trustworthy the findings are. The researchers are pleased to inform that, after reviewing the subjects and methodologies used in these studies, the overall quality of research on human resource management in China is improving. Because of this finding, researchers might feel optimistic. Although Chinese HRM researchers have not yet undertaken a systematic literature assessment, they are of the opinion that Chinese studies are increasingly converging with international HRM literature and with one another. Wage discrimination and other types of gender prejudice in recruiting and promotion are manifestations of sexism in the workplace, according to one research.

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