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Influence of Gender Discrimination on Work Performance of Female Graduates in Rural Areas of Hyderabad District

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Abstract

This study looks at the multifaceted problems faced by the graduate females who are working in the public or private sectors in rural areas of Hyderabad District. It was a descriptive research, using the random sampling method, 150 females who were working in different public or private sectors were selected as sample. Likert scale 5.0 was used and to ensure the construct validity of the questionnaire, factor analysis technique was applied. After ensuring all the assumptions of parametric tests, regression analysis was used to see the influence of the factors of gender discrimination on work performance of graduate females. The Null Hypothesis (Ho) was not supported with the value of R=.378 R2 = .143, F=5.454, Sig=0.002). The data analysis result revealed that the job performance of female graduates is highly influenced by the socio-cultural factors which consisted of family support, gender-based discrimination and workplace harassment. The study is significant for public and private sectors for framing the policies regarding safety and security of their female employees. The study is also significant for the communities to promote gender-inclusive settings, hence promoting the empowerment and achievement of female graduates in rural areas of Hyderabad District.

Keywords: Gender Discrimination; Less Career Opportunities; Workplace Harassment; Work Performance; Rural Areas.

1. Introduction

The Gender inequality is a multidimensional concept that originates from the diverse responsibilities assigned to males and females in terms of productivity and reproduction. Gender relations have a significant influence in developing this disparity throughout all aspects of society. The deeply fixed belief system of gender difference is intricately connected to wider societal transformations and is not separate from the cultural-environment in which it arises (Iqbal, 2012; Isran & Isran, 2012; Qaisrani, Liaquat & Khokhar, 2016). The issue of gender perception at the workplace is a substantial problem

worldwide. Pakistan, specifically the province of Sindh, is in the front position of addressing the multidimensional problems of gender that impede women's development in their future endeavors (Akhter & Akbar, 2016; Khan et al., 2018). The previous happenings indicate that gender difference continues to be a substantial issue at workplace; many incidents took place in the near past in Pakistan, which shook the whole Pakistani system including its judicial system. Although there have been improvements in education and a rise in the number of females attending higher educational institutions, yet females encounter significant problems while moving from academic to the professional field. The existence of the gender gap and the lack of female on leadership positions highlights the need of creating a thorough awareness of these ongoing problems (Nawaz et al., 2013; Isran, 2012).

Pakistan's second largest populated province Sindh represents the high problems and difficulties experienced by females in the country (Naz et al., 2017; Zahidie et al., 2011). Statistics indicate that the gender-based difference exists in several aspects of workplace. Consequently, women face threatening problems when it comes to attaining the opportunities which match their skills. Moreover, there is a visible difference between the urban and rural areas of Sindh, which deteriorates the existing inequalities in every sphere of the life whether it is a living style or working style (Sadaquat & Sheikh, 2011; Khan et al., 2018; Voigt & Spies, 2020; Zahidie et al., 2011). Rural families often struggle against the strongly deep-rooted gender related stereotypes, which restrict females' involvement in the labor sector and sustain inequalities. There are many research studies which highlight the worldwide extent of gender discrimination in the working environment, indicating that this problem exceeds geographical limits. Apart from this, the female graduates also face institutional biased attitudes all over the world which hinder their professional development and advancement and restrict them by getting financial autonomy. Attainment of a comprehensive understanding of the existing situation is crucial for developing focused plans that can effectively tackle and resolve these inequalities, promoting workplaces that are fair and inclusive (Agboatwalla, 2000; Arshad et al., 2021; Sadaqat & Sheikh, 2011a, 2011b; Sarwar & Abbasi, 2013).

Recent research and reports at the global level highlighted the ongoing difficulties encountered by the women employees. As per the worldwide Gender Gap Report by the World Economic Forum, there remains a substantial interruption in achieving gender equality in economic participation and opportunities. The worldwide gender-gap in these domains now stands at almost fifty eight percent (58%). This highlights the need for focused endeavors to eradicate the problems that hinder women from demonstrating their capabilities in professional activities. The intricacy of gender discrimination concerns in Sindh is influenced by distinct geographical features. City centers provide more favorable prospects for female, whereas rural area pose different problems including traditional customs and limited resource availability which affect their professional growth (Qaisrani et al., 2016). The dedication of the province in tackling these difficulties is apparent via several efforts, but there is a noticeable disparity between policy objectives and the actual situation on the ground. The study on the impact of gender discrimination on the work performance of female graduates in rural areas of District Hyderabad aims to provide specific perceptions that might guide focused interferences and policy changes (Memon, Shah, 2020; Nawaz & Afzal, 2013).

The participation of female in the development process is essential, and any investment in a country's human capital progress that neglects the female population is unlikely to be productive. It is often seen in the developing countries that women have lower levels of graduate education compared to the males (Faisal, 2010). Multiple sociological studies suggest that women who are employed and have graduate degree, contribute to many advantages such as enhanced family well-being, reduced mortality rates, increased family income, and, as a result, the growth of the society (Ferdoos, 2005).

Overall, females were subjected to false restrictions and limits. However, in the current day, females are actively contributing in substantial capacities across diverse fields like education, health, and banking (Sarwar & Imran, 2019b). They are exceeding conformist limits and taking on several responsibilities, making significant contributions to both; their personal and professional lives, therefore enhancing their societal standing in progress. However, females who are working have difficulties lessening from the instant responsibility of balancing household chores with their professional job careers. Although there has been an increase in the number of women pursuing paid job, cultural perceptions of working women and their family duties have remained largely unchanged, with females still being seen as weak and subordinate. The notion, along with conventional responsibilities of caring for the family and children, presents several challenges for employed women in Hyderabad.

Graduate female professionals often face difficult challenges while coming on the workplace for doing jobs in public and private sectors. They come with the intention of making a meaningful contribution. Attaining balanced life between professional achievement and personal life is essential for continuing welfare and satisfaction of those seeking jobs (Adeel et al., 2012). Work-life balance refers to an employee's view of effectively managing personal time, family responsibilities, and work without significant conflicts. This component has a direct impact on the lives of women who are employed (Clark, 2000). Maintaining a harmonious equilibrium among professional obligations, familial duties, and personal pursuits is important for one's holistic welfare (Keelan, 2015).

To solve the difficulties faced by female graduates at the workplace, it is important to explore the factors which affect work performance. Work-life imbalance is impacted by the hierarchical features such as work-related dimensions, time-related components, and relationship-related elements, as well as personal issues including lack of family support and material problems. Job-life imbalances may result in psychological issues such as stress, irritability, compromised health, and reduced job performance. Females also experience more stress due to the low salary wages and discriminant attitude in promotions, awards, and neglect leadership positions.

1.2 Statement of the problem

The current research study measures the influence of lack of family support, gender-based inequalities and workplace harassment on the work performance of female graduates in rural areas of Hyderabad district. By examining the problems of socio-cultural and societal norms, this research purposes to shed light on the multidimensional socio-cultural issues that shape the female graduates' professional experiences at workplace through the detail analysis of existing literature and empirical evidence. Further, this study seeks to contribute to the broader understanding of the multifaceted challenges faced by female graduates in their search for career development. By clarifying the many ways in which gender discrimination and sociocultural constraints manifest in the workplace, this current research study aims to provide an understanding into the potential causes that affect the work performance and professional growth of females.

1.3 Objectives of the study

To measure the influence of gender discrimination on the work performance of female graduates in rural areas of the Hyderabad district.

1.4 Hypothesis of the study

There is no significant influence of gender discrimination on the work performance of female graduates in rural areas of the Hyderabad district.

1.5 Conceptual framework

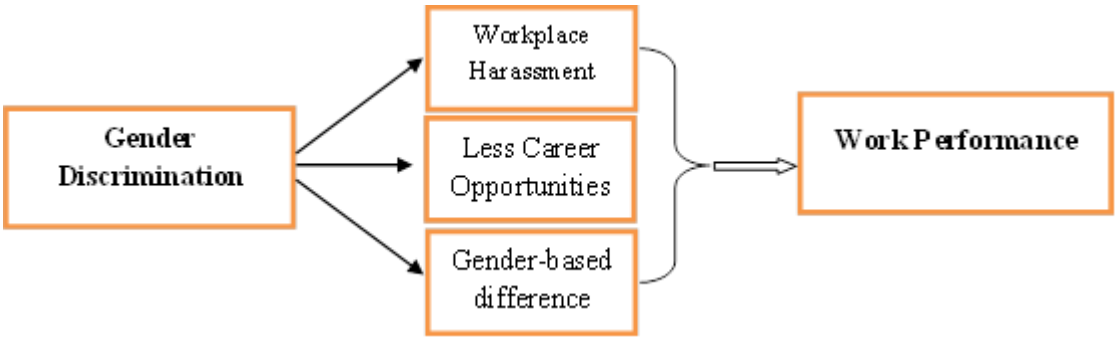

Figure 1. Conceptual Framework

2. Literature Review

Gender discrimination is a global issue that has been subject of extensive debate. It remains a pressing problem, particularly in the developing and underdeveloped countries, where protests against the gender discrimination are a frequent occurrence. Numerous incidents of gender discrimination have been documented, prompting the implementation of legislation and ongoing efforts to find solutions in Pakistan (Ali et al., 2022). These legislative measures aim to protect women and prevent their countries from being negatively perceived by other nations. Unfortunately, Pakistani society impose significant restrictions on females, limiting their freedom. In this context, Pakistani women often encounter gender disparity. Women are often objectified and denied agency in making decisions for themselves or their families. However, the male is often seen as a representation of authority and influence. As a result of male ownership and the patriarchal framework of Pakistani culture, women are compelled to be subservient to males, their rights are disregarded, and their individuality is eroded (Ferrant & Kolev, 2016a).

Despite comprising half of the population and possessing equal capabilities, women are nevertheless unable to participate fully in the employment market. Workplaces are not ideal for females since they face several obstacles, including gender inequality, social and cultural differences, lack of promotions, occurrences of sexual harassment, absence of leadership, and uneven remuneration. Historically, males have mostly held positions in both public and private sectors, particularly in the top management roles. However, societal changes over the last twenty years have provided women with more opportunities. While the education level of individuals significantly influences their work status, there is a growing number of educated women who are being recognised as effective leaders in the corporate sector. However, their representation remains relatively low, particularly in the case of Pakistan (Brohi, 2013; Ferrant & Kolev, 2016b).

Female labour force participation in Pakistan is very low as compared to other countries in Asia. The world's lowest rank; 145th out of 146 countries was recorded in terms of gender parity (Global Gender Gap report, 2022) by the World Economic Forum. Females are facing many socio-cultural problems in getting employment, females are restricted to go outside from household duties, they are dictated by their males that they are just bound to do household chores (Laghari, 2016).

In rural areas of Pakistan, it is often the case that educated females face challenges in finding employment. Even if they do have a job opportunity, societal restrictions and cultural factors often prevent them from leaving their homes, even for job recruitment tests (Government of Pakistan, 2022). Additionally, the male members of their households may resist their involvement in the workforce. Once in the workplace, rural graduate females are frequently subjected to discrimination,

neglect, and harassment. If they dare to voice their concerns to their family members, they are often confined to their homes as a result (Center of Gender and Policy Studies, 2018). According to a poll, 64% of rural females in Pakistan conceal or do not disclose the excessive control and abuse they experience (World Economic Forum, 2023).

According to the report of Aurat Foundation (2020) women's engagement in jobs outside the household is seen as unsuitable, subtly incorrect, and unquestionably unsafe to their purity and feminine virtue. During the process of recovering from an economic crisis or striving to enhance their social standing, families may choose to confine women to their homes as a means of showcasing the family's moral values and financial stability. Rich and highly educated families may choose to enroll their daughters in school, but they may still adhere to the cultural tradition of keeping women at home after their education is over.

3. Theoretical Framework

Feminist Theory: This study uses feminist theory as its theoretical foundation. The study focuses on examining the gender inequality in Pakistan. Feminist philosophy advocates gender equality and equitable treatment of both; men and women. When examining feminist thought, it is important to evaluate the following fundamental components. Feminist theory is a social theory that regards women's experiences as the primary source and driving force. Feminist theory focuses on analysing gender inequalities and advocating for the advancement of women's benefits and interests (Qi, Min & Bo, 2016). Feminist ideology primarily emphasizes on the financial gain and welfare of women. According to the feminist thought, it is imperative to address gender injustice and provide equitable treatment to both genders. Feminist theory has emerged in response to the documented instances of gender-based discrimination against women in society (Wang & Zhang, 2018). The adverse effects on women, particularly those of lower socioeconomic status, have garnered public attention, prompting proponents of feminist theory to mobilise their efforts in addressing the problem of gender inequality and striving for equitable and dignified experiences for women.

Social Gender Theory: Social gender pertains to the recognised behavioural norms for men and women within a certain nation, culture, or group. Diverse social ideologies assign distinct responsibilities and possibilities to men and women, resulting in significant socialisation of individuals. Social gender encompasses the distinct activities, tasks, and obligations that are associated with male behaviour and those that are associated with female behaviour (Tatli, Ozturk & Woo, 2017). Various elements, such as age, socioeconomic status, country, religion, and belief, influence societal gender roles. In addition, several geographic, economic, political, and environmental issues are also implicated. Social tradition and its evolution significantly influence the conventional social gender role (Connelly et al., 2018). Furthermore, it significantly influences the allocation of labour based on social gender. This hypothesis is often considered to exhibit gender inequality. The belief in societal gender roles dictates that some tasks and duties should be exclusively undertaken by women.

4. Research Methods

Systematic research methodology has been used by the researchers. Firstly, a general examination of the topic of gender discrimination and the factors that contribute to increase gender discrimination was carried out, by visiting and approaching the existing research publications of national and international scholars. The research then proceeded to an in-depth examination of gender discrimination in the rural areas in Pakistan and specifically in Sindh Province and within the specified current research study universe.

4.1 Research Design
The descriptive research design under the survey method was employed to achieve the main research objective of this research study.

4.2 Population of the Study
Total of 287 respondents working in 15 villages of rural areas from both; public and private sector, constitute the population of the study.

Table 1. Description of the population according to the sector-wise in Taluka rural Hyderabad

Departments		Population (N)
Public	**Education**	**90 Secondary School Teachers**
	Health	**140 Nurses 50 Doctors**
Private	**Banks**	**50, Cashier, Bank receptionist, 7 Manager**
Total		287

Source: SEMIS Census, 2021-22, Health Profile of Sindh, 2019-20, field data and http://pakistanbanks.org/

4.3 Sampling Technique
A random sampling technique was used to choose samples from both the public and private sectors.

4.4 Sample Size
Using the Morgan's method, we determined the sample size from a total population of 287. According to the proposed table by Krejcie and Morgan, a sample size of (n=165) was obtained whereas the returned rate was 150 respondents.

4.5 Research Tools
The main method of data collection was administering a questionnaire on a Likert Scale with a range of 5.0. The Likert Scale 5.0 was developed by synthesizing information from prior research. After reviewing many studies, important components were identified and used to create a comprehensive questionnaire. Our questionnaire initially consisted of 26 questions. However, after doing a factor analysis, we removed the items that did not have significant factor loadings. As a result, the final version of the questionnaire had 19 items.

4.6 Reliability and Validity of the Questionnaire
Prior to conducting the study, the validity of the questionnaire was assessed by experts who provided feedback. Based on their input, the questionnaire was slightly modified. Afterward, a pre-test was conducted on a sample of 30 individuals. Following the pre-test, the reliability of the questionnaire was assessed using the Cronbach's alpha method, yielding a value of (α = .872), indicating good reliability. Subsequently, the construct validity of the questionnaire was also examined.

4.7 Data Analysis Procedure

Data was analyzed through Factor Analysis using the Principal Component Method as described by Hair et al., (2010). This analytical framework guarantees a strong and comprehensive approach in investigating, comprehending, and examining the processes of gender inequality in the rural areas.

5. Results and Discussion

5.1 Respondents Demographic Information

Table 2. Age of the Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25	5	3.3	3.3	3.3
	26-30	15	10.0	10.0	13.3
	31-35	70	46.7	46.7	60.0
	36-40	45	30.0	30.0	90.0
	40+	15	10.0	10.0	100.0
	Total	**150**	**100.0**	**100.0**	

Table 3. Qualification of the Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	B.A/BBA/BSc	33	22.0	22.0	22.0
	MA/MBA/M. Com/MSc	82	54.7	54.7	76.7
	MBBS/FPS	30	20.0	20.0	96.7
	M.Phil.	5	3.3	3.3	100.0
	Total	**150**	**100.0**	**100.0**	

Table 4. Department of the Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Education	75	50.0	50.0	50.0
	Health	40	26.7	26.7	76.7
	Banking	35	23.3	23.3	100.0
	Total	**150**	**100.0**	**100.0**	

Table 5. Hyderabad Rural

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hyderabad Rural	150	100.0	100.0	100.0

5.2 Ensuring the Construct Validity

Table 6. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		**.842**
Bartlett's Test of Sphericity	Approx. Chi-Square	1886.391

	Df	171
	Sig.	**.000**

According to the KMO value, the sample size is adequate for factor analysis.

Table 7. Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.853	36.069	36.069	6.853	36.069	36.069	4.783	25.173	25.173
2	3.123	16.437	52.506	3.123	16.437	52.506	4.267	22.458	47.632
3	1.964	10.335	62.841	1.964	10.335	62.841	2.320	12.210	59.842
4	1.524	8.023	70.864	1.524	8.023	70.864	2.094	11.022	70.864
5	.783	4.119	74.983						
6	.709	3.731	78.714						
7	.547	2.881	81.595						
8	.522	2.747	84.342						
9	.496	2.610	86.953						
10	.417	2.194	89.146						
11	.392	2.061	91.208						
12	.289	1.524	92.732						
13	.279	1.471	94.203						
14	.260	1.368	95.570						
15	.243	1.278	96.849						
16	.219	1.154	98.002						
17	.169	.892	98.894						
18	.123	.645	99.539						
19	.088	.461	100.000						

Extraction Method: Principal Component Analysis.

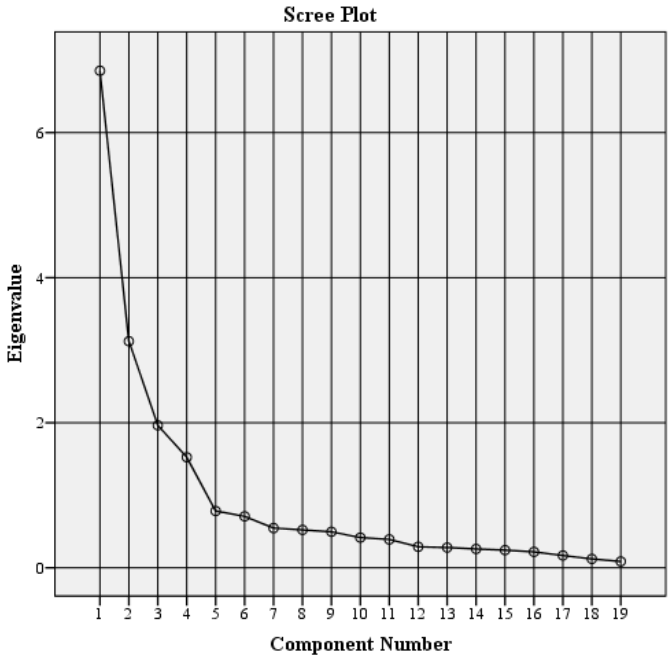

Figure 2. Scree Plot

5.3 Result

Based on the table, it can be seen that the four components derived from the Principal Component Analysis (PCA) account for a substantial proportion (about 70.864%) of the variance present in the dataset. This finding indicates that these components serve as efficient summarizations of the underlying information.

Table 8. Rotated Component Matrix

Rotated Component Matrix[a]

	Component			
	Workplace harassment	***Less Career Opportunities***	***Gender-based difference***	***Work Performance***
WPH1 Male colleagues often offer friendship request to working graduate females at workplace.	.871			
FBD6 Due to family obligations, it's hard for me to be productive at work all the time.	.856			
FBD5 Rural working graduate females often ignored to get equal support for work as compared to working male members in the family.	.826			
WPH2 Working female graduates often face harassment at workplace.	.824			
FBD3 Female graduates are not allowed to have their nursing baby in the workplace.	.799			
WPH3 Working female graduates often spend more hours at work than the official work timings.	.753			
WPH4 Working graduates often assigned official work for home.	.673			
LCO3 Being a female I have less career opportunities at workplace.		.851		
LCO6 Female employees often neglected in appreciation and rewards.		.842		
LCO5 Female graduate often fear about maternity leave and family planning that can directly impact on their career decision and progression.		.841		
LCO2 Working graduate females are often neglected in management.		.830		
LCO4 There is biased attitude against working female graduates at workplace.		.823		
LCO1 Male graduate employees often get more benefits than the working female graduates keep me in insecurity.		.715		
WP1 Due to neglect in training opportunities my work performance has badly impacted.			.878	
WP2 Fewer career growth opportunities for female graduates have directly impacted my work performance.			.862	
WP3 Feeling like I don't have enough growth and training opportunities has made me less motivated and less productive.			.776	

FBD1 Working graduate female often face fear of conforming to stereotypes about the abilities that can impact confidence and performance.	.853
LCO7 Male colleagues' unsupportive or indifferent attitudes often get in the way of my efficiency and output at work.	.781
FBD2 Working female graduates' family life demands more time than to spend more time at workplace.	.755

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.[a]

a. Rotation converged in 5 iterations.

5.4 Result

The "Rotated Component Matrix" displays the loadings of each item on the designated components after the implementation of the rotation method. Loadings may be conceptualized as the correlations between the items and the components, indicating the extent to which each item is associated with other component. The approach used in this research is the Varimax rotation; a technique that falls under the category of orthogonal rotation methods. Its primary objective is to maximize the variability of the loadings linked to each component. According to the above rotation component 4 factors were extracted which are Workplace harassment, Less Career Opportunities, Gender-based difference, Work Performance. These factors were extracted based on the set value of 0.3. Hair et.al (2010) also recommended this value.

5.5 Ensuring the Assumptions of Parametric Tests

5.5.1 Assumption to Ensure No Missing Data

Result: There were not any missing values in the data set. Questionnaire was also thoroughly checked physically for missing data but no missing was data found. The reason is that researchers themselves went to the field and got filled the questionnaire. Another reason is that the sample size was also small. Below table shows the total number of sample size.

Table 9. Case Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender Discrimination Scale[a]	150	100.0%	0	0.0%	150	100.0%

a. Group

5.5.2 Assumption to Ensure the Outliers

Result: The outliers were checked by applying the boxplots. The below Figure 3 indicates that for the dependent variable of Work performance, there was 1 outlier which was 18 but that number was deleted and now there are no any outliers.

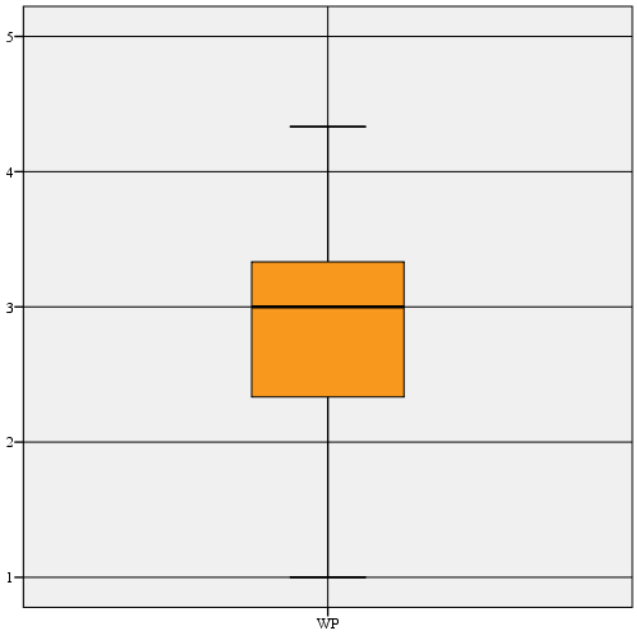

Figure 3. Boxplot of dependent Variable work Performance

5.5.3 Ensuring the Outliers of Independent Variables

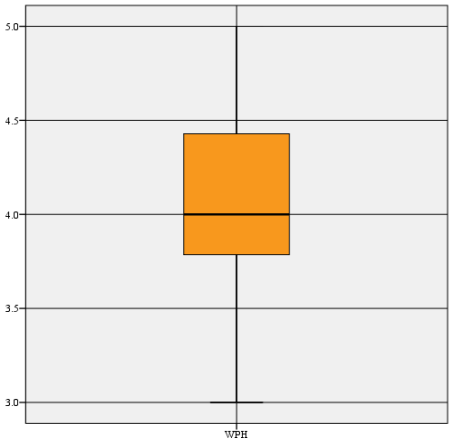

Figure 4.

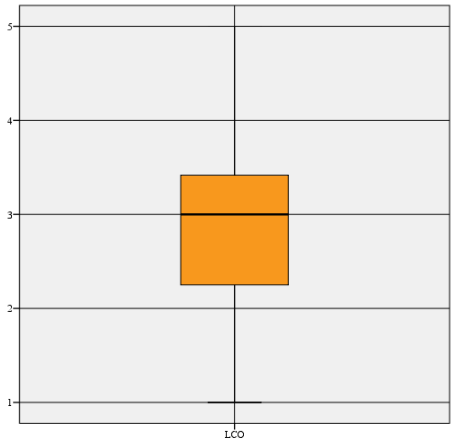

Figure 5

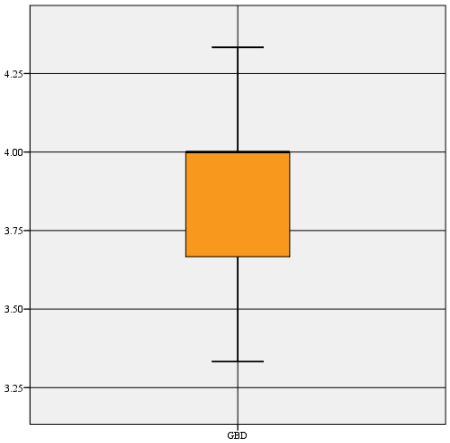

Figure 6. Boxplot of Independent Variables GBD

There were three independent variables; one was workplace harassment WPH. The second independent variable/factor was Less career opportunities they were free from the outlier and the third and last gender-based discrimination in this variable there were number of outliers found, all those outliers were deleted and now the above figures 4,5 and 6 of boxplot show no outliers.

5.5.4 Assumption to Ensure Normality

In accordance with the recommendations put forward by Hair et al. (2010), the normality assumption was assessed by visual examination of probability plot (p-p) plots and histograms. As a result, the Figures shown below demonstrate that the regression residuals are distributed below the curve line in the histogram. Additionally, the residuals in the p-p plot exhibit a distribution that aligns with the straight line. This observation suggests that the premise of normalcy has been met.

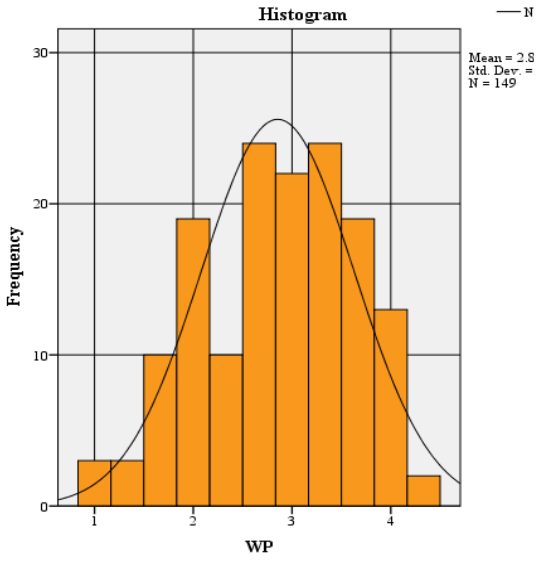

Figure 7.

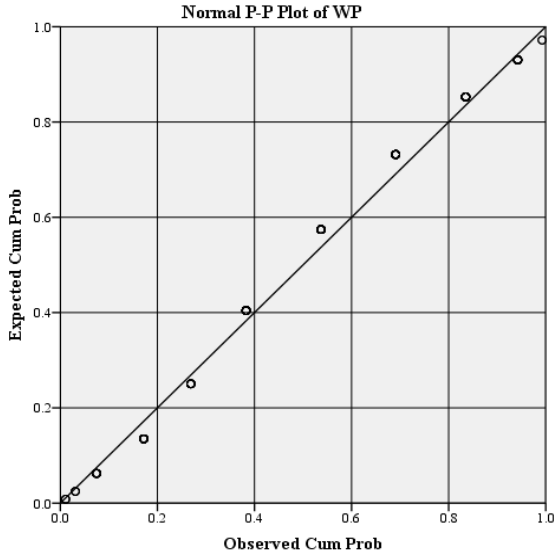

Figure 8.

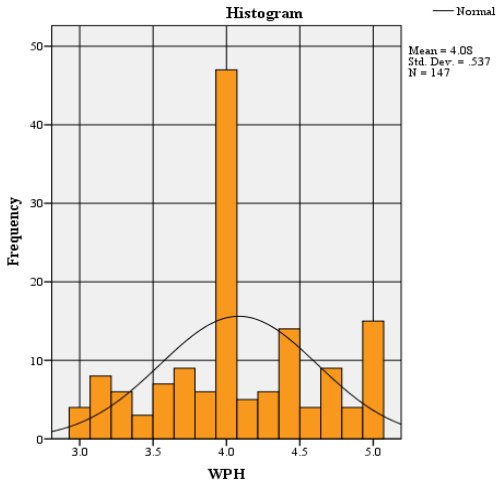

Figure 9. Histogram of independent Variable WPH

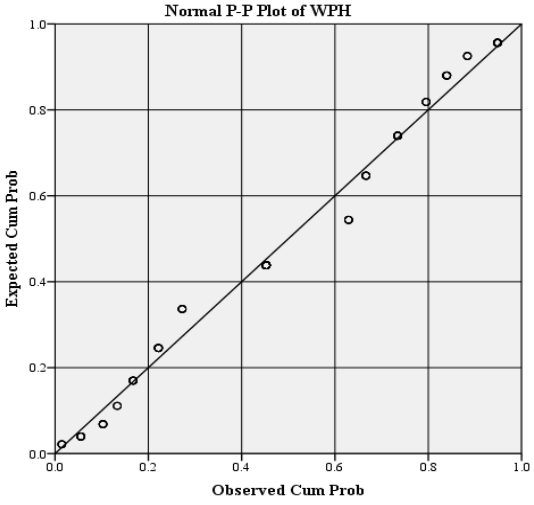

Figure 10. PP Plot of independent Variable WPH

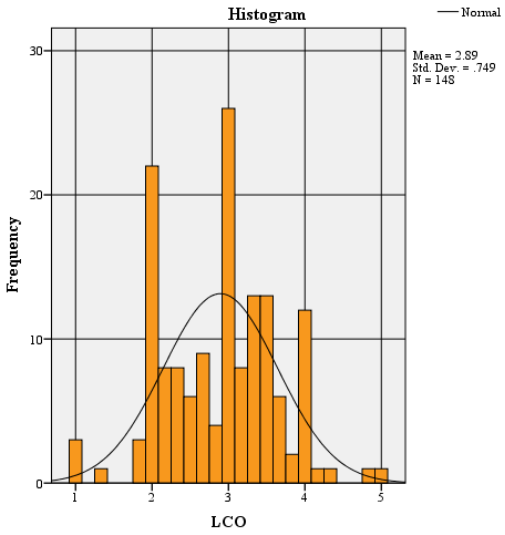

Figure 11. Histogram of independent Variable LCO

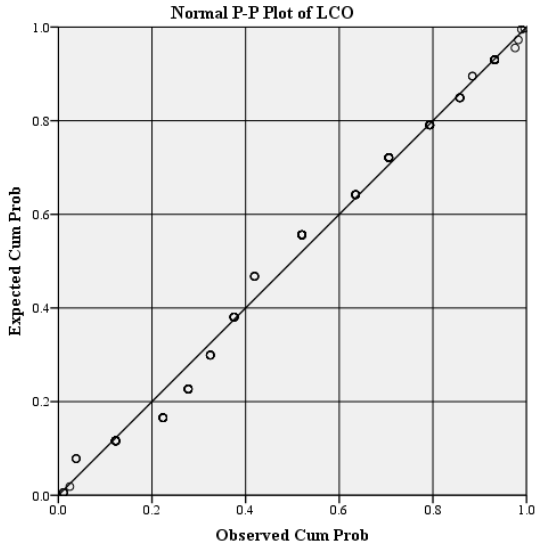

Figure 12. PP Plot of independent Variable LCO

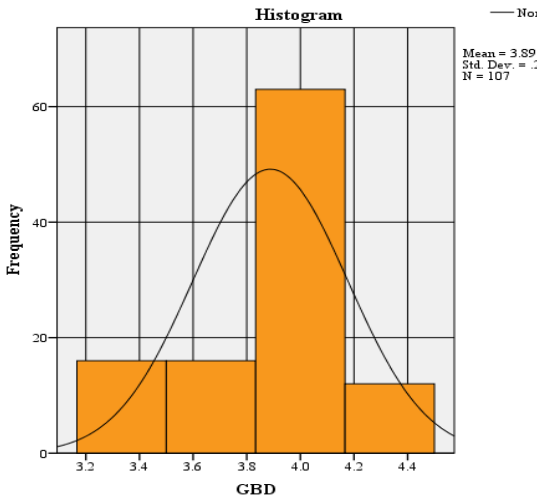

Figure 13. Histogram of independent Variable GB

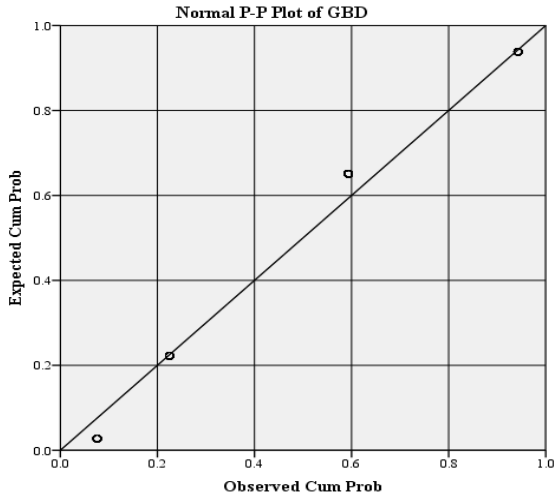

Figure 14. PP Plot of independent Variable WP

5.5.5 Assumption to Ensure the Multicollinearity

To assess multicollinearity, two common measures are often used: tolerance and the variance inflation factor (VIF). The tolerance values for the dependent variables; 'Work Performance' and independent variables; 'workplace harassment', 'less career opportunities' and 'Gender-based discrimination' of the study range from 0.930 to 0.996, which are all fairly close to 1. This indicates that multicollinearity is not a severe issue in this model. Tolerance values above 0.2 or 0.1 are generally considered acceptable. The VIF values are all close to 1, ranging from 1.004 to 1.075. This also suggests that multicollinearity is not a major concern because VIF values below 10 are usually considered acceptable. As suggested, Hair et al. (2010) recommended that multicollinearity is a concern if VIF value is higher than 5 and tolerance value is <0.20.

Table 10. *Coefficients*[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.182	1.102		1.072	.286
	WPH	.155	.142	.106	1.093	.277
	LCO	.370	.106	.336	3.475	.001
	GBD	.014	.249	.005	.057	.955

Table 11. *Coefficients*

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	WPH	.930	1.075
	LCO	.933	1.072
	GBD	.996	1.004

5.5.6 Assumption to Ensure Linearity

The scatterplot analysis done on the dependent and independent variables provides strong evidence supporting the premise of linearity not being broken. The scatterplot exhibits a uniform distribution of data points within a restricted range, resulting in the formation of a distinct and almost linear pattern. This graphical illustration exhibits a constant linear relationship between the independent variable and the dependent variable, as the former varies. The lack of significant curve or abnormal data points provides further support for the hypothesis that there is a linear association between the variables. The presented results of this data are consistent with the underlying premise of linearity in statistical analysis, indicating that the linear regression model is an appropriate and dependable option for representing the connection under investigation.

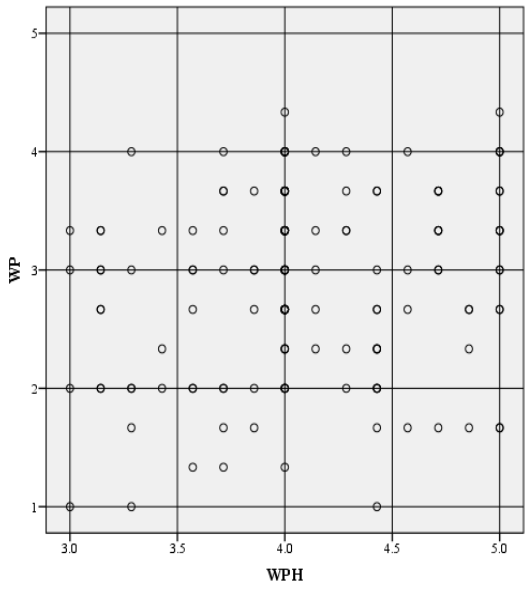

Figure 15. Scatter Plot of WPH

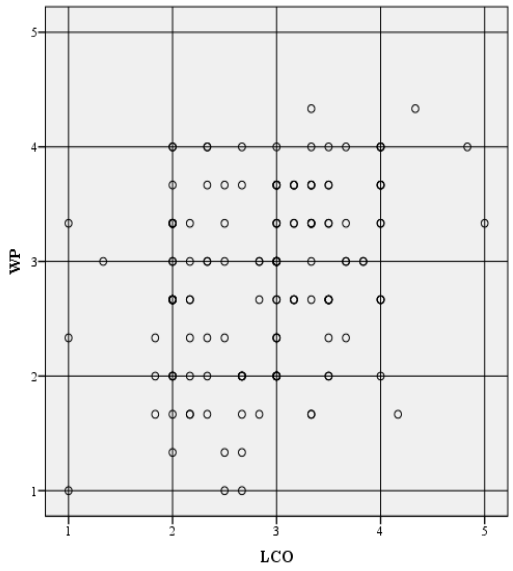

Figure 16. Scatter Plot of LCO

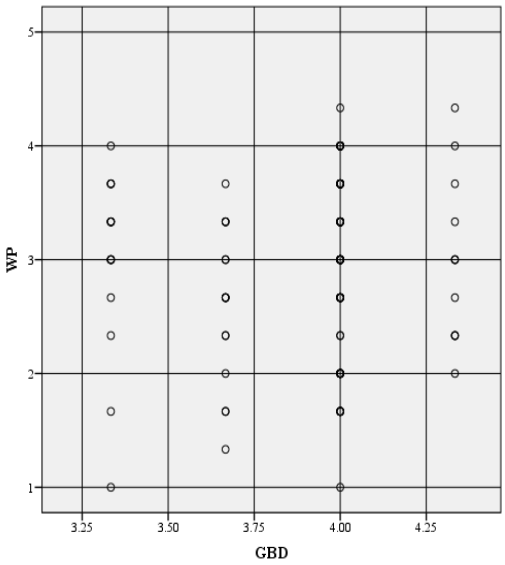

Figure 17. Scatter Plot of GBD

5.5.7 Assumption to Ensure Homoscedasticity

The scatter plots of standardized residuals, as seen in Figures 18,19,20 below, demonstrate a significant resemblance. Hair et al. (2010) suggested that if the researcher observes scatter plots and notices that all the residuals or data points are distributed closely to zero, it is considered that assumption of linearity and homoscedasticity has not been broken. In the below scatter plots, it is clearly indicated that all the points are near to zero that's why the assumption of homoscedasticity is fulfilled.

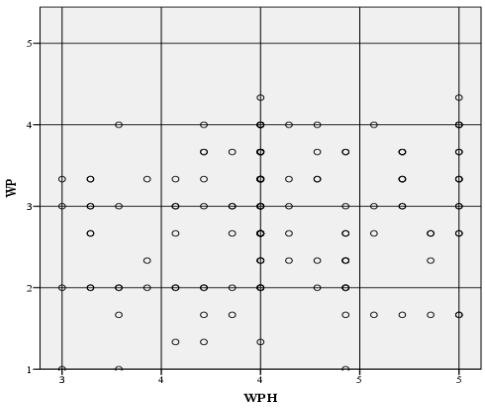

Figure 18. Scatter Plot of WPH

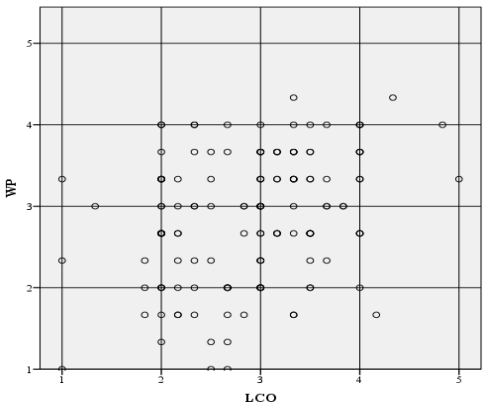

Figure 19. Scatter Plot of LCO

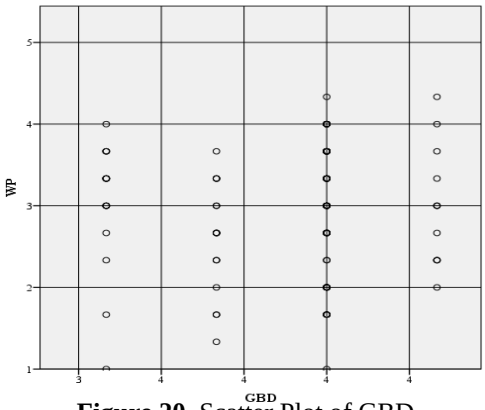

Figure 20. Scatter Plot of GBD

5.5.8 Assumption to Ensure Independent Errors

Table 12. *Model Summary*

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.378[a]	.143	.117	.725	1.149

The Durbin-Watson test, which produced a calculated statistic of 1.749 in the model summary, provides significant information into the existence of autocorrelation inside the regression model. The Durbin-Watson statistic is bounded between 0 and 4, with a value around 2 suggesting the absence of serial correlation in the residuals. In this particular instance, the calculated value of 1.149 indicates a reduced level of autocorrelation.

5.6 Hypothesis Testing

Table 13. *Model Summary*[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.378[a]	.143	.117	.725

a. Predictors: (Constant), GBD, LCO, WPH

Table 14. *ANOVA*[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.597	3	2.866	5.454	.002[b]
	Residual	51.494	98	.525		
	Total	60.092	101			

a. Dependent Variable: WP
b. Predictors: (Constant), GBD, LCO, WPH

Table 15. *Coefficients*[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.182	1.102		1.072	.286
	WPH	.155	.142	.106	1.093	.277
	LCO	.370	.106	.336	3.475	.001
	GBD	.014	.249	.005	.057	.955

a. Dependent Variable: WP

5.7 Results

The findings of a regression analysis conducted with the objective of comprehending the determinants that impact "WP"; the focal dependent variable. The findings of the study indicate that the variables "LCO" and "WPH" have a substantial effect on explaining the variations seen in "WP." Specifically, the analysis suggests that an increase in these variables is likely to correspond to a rise in "WP." However, it was determined that the "GBD" had statistically no significant effect on "WP." Although the regression model as a whole exhibited statistical significance, it is important to recognize that the predictors only accounted for a small portion of the variability in "WP," as shown by the comparatively low R-squared value. The aforementioned results highlight the need of doing

more research and improving the model in order to identify supplementary aspects that contribute to "WP" and boost the model's ability to make accurate predictions.

Table 16. Correlations

		WPH	LCO	GBD	WP
WPH	Pearson Correlation	1	.319**	.068	.185*
	Sig. (2-tailed)		.000	.489	.026
	N	147	145	105	146
LCO	Pearson Correlation	.319**	1	.040	.300**
	Sig. (2-tailed)	.000		.684	.000
	N	145	148	105	147
GBD	Pearson Correlation	.068	.040	1	.055
	Sig. (2-tailed)	.489	.684		.578
	N	105	105	107	106
WP	Pearson Correlation	.185*	.300**	.055	1
	Sig. (2-tailed)	.026	.000	.578	
	N	146	147	106	149

5.8 Results

The investigation of correlations among the variables in this research has shown some significant discoveries. The variable "WPH" has a statistically significant positive association with "WP" ($r = 0.185$, $p < 0.05$), suggesting that a rise in "WPH" is associated with a tendency for "WP" also increase. In a similar vein, the variable labelled "LCO" exhibits a more robust positive correlation with the variable labelled "WP" ($r = 0.300$, $p < 0.01$), indicating a heightened influence on "WP" as the values of "LCO" increase. It is noteworthy that the connection between "GBD" and "WP" is not statistically significant ($r = 0.055$, $p > 0.05$), suggesting that the impact of "GBD" on "WP" may not be strong. Furthermore, a notable positive correlation exists between the variables "WPH" and "LCO" ($r = 0.319$, $p < 0.01$), suggesting a positive relationship between these two variables. The aforementioned results provide significant insights into the interconnections among the variables being examined and have the potential to guide further inquiries into the determinants impacting "WP."

6. Conclusion

Gender discrimination at the workplace may have a substantial influence on the work performance of females. The findings of the current study show that the gender discrimination results in reduced productivity, diminished morale, and enthusiasm among the female graduates, as well as increased indifference and absenteeism. Gender discrimination has a negative influence on female's work performance, leading to reduced job satisfaction and motivation. Moreover, the gender less career opportunity is shaped by bias, cultural expectations, and factors that impact female's career decisions. The consequences of gender discrimination on female's work performance are complicated and diverse, necessitating attention at both the organisational and society levels.

6.1 Recommendations

1. There should be family support initiatives to enhance the understanding of the importance of pursuing jobs of female graduates. In this regard, government should launch campaign

through electronic and print media to remove the misunderstandings from the minds of the parents and society and tell them the beneficial effects of female employment.
2. There should be security cameras at workplace which guarantee the safety and welfare of female workers.
3. There should be awareness programs that promote and highlight the importance of female education and social development.
4. There should be professional development activities rather than government sponsored Ehsas cash program to the vulnerable females. Government should encourage professional development activities personalized for female graduates, including mentoring programs, skill-enhancement courses, and networking platforms. Government need to promote the development of women in their selected professions and provide a fostering atmosphere that recognizes and incentivizes their efforts.
5. There should be legislative framework to provide stronger support mechanisms for those who have experienced harassment and misbehavior in the professional environments.

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