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## **Abstract**

This study investigates the impact of workplace discrimination on gender job satisfaction, with a particular focus on police officers in District Okara including DepalPur, Renala Khurd, and Okara. Additionally, we examine how work environment, police culture, thread, and harassment contribute to gender job satisfaction and the adoption of strain theory. The research is based on a sample of 440 District Okara police officers, and primary data was collected through a questionnaire survey. Descriptive statistics, Correlation Coefficient, regression analysis, F-test, multivariate Generalized Linear Model (GLM), and two-way ANOVA were employed for data analysis using SPSS and R software. Minitab, Amos used for graphical representation. The study aims to shed light on the relationship between workplace discrimination and gender job satisfaction among District Okara police officers, especially considering the experiences of female officers. It was observed that both female and male officers face workplace discrimination. Notably, female officers exhibited higher levels of job dissatisfaction compared to their male counterparts. These findings are crucial for promoting gender equality and creating a supportive work environment in the District Okara police force.

**Keywords:** workplace discrimination, strain theory, ANOVA

## **1. Introduction**

### **1.1. Workplace discrimination**

Discrimination in the workplace has been a persistent issue for many years. Discrimination, is defined as treating a person unfairly because of who they are or because they possess any of the characteristics (age, gender, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sexual orientation), it can be done on purpose or by accident. Researchers have discovered biases in the hiring process, particularly regarding race and gender (Correll, Benard, & Paik 2007). Discrimination not only violates the fundamental principles of fairness and equality, but it also undermines employees' well-being, job satisfaction, and productivity. Researchers have identified negative affectivity as a highly probable confounding (Shen & Dhanani, 2018).

### **1.2. District Okara Police and workplace discrimination**

The Police system in Pakistan has a long history that dates back to the Mughal and British periods. Over the years, there have been many changes and improvements. However, a recent study has shown that workplace discrimination is a major issue for Police Force in the Okara District. Discrimination can lead to lower job satisfaction, higher levels of stress and burnout, and increased turnover among Police Force. Gender discrimination can often vary depending on the characteristics of a firm, such as ownership, market orientation, and the gender of the top manager (Hoang & Huynh, 2020)

### **1.3. “A gender-equal society would be one where the word ‘gender’ does not exist: where everyone can be themselves.”**

Additionally, mental stress includes lack of motivation, sleep difficulties, worry, sadness, loss of interest, and thoughts of suicide. Factors like heavy workload, unpredictable schedules, and limited job opportunities contribute to mental stress. job opportunities can lead to mental stress (Moore, 2017). The joint family system and family income affect working women's psychological distress. When employees experience excessive workload, they are more likely to experience psychological distress. (Prasanty, Husada, Effendy, & Simbolon, 2018).

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Female officers in the Okara Police Force interact with male colleagues cases, reports, investigations, and suspects. District Okara Male Police force may also experience discrimination related to gender, although this is less common than it is for women. Women were not given the same opportunities and experiences that men had the right to receive (Helicon, 2016).

#### **1.4. Police Gender and Job satisfaction**

Job satisfaction has been considered as an important area of research. Job satisfaction can be greatly impacted by workplace discrimination and strain theory. Problems faced by both gender in Pakistan's service sector, high stress, long hours, low pay, limited benefits and opportunities for advancement, and instances of sexual harassment in the workplace (Moss, 2022). Criminal justice system in Pakistan is often plagued by corruption, inefficiency, and political influence, which can make it difficult for Police Force to do their job effectively. In some cases, District Okara Police force may feel pressure to engage in corrupt behavior or to use excessive force to achieve their goals, which can be seen as a form of deviant behavior under the strain theory. The job of a police officer is highly stressful and can affect all areas of their life (El Sayed, Sanford, & Kerley, 2019).

#### **1.5. Gender general strain theory**

In this study, we will examine the general strain theory and how different social and psychological risk factors can affect the link between stress and thoughts of suicide, running away from home, drinking, in male and female law enforcement officers. District Okara Police officers often have to deal with traumatic situations while working on case involving crimes like child abuse, homicides, assaults, and domestic violence. This can be emotionally challenging for them. The individual performance of employees has a significant impact on the success of an organization (Indarti 2018; Kurniasih et al. 2022; Komari et al. 2013). There are several challenges and issues facing the Police force in District Okara Police officers are often targeted by criminal groups and extremist organizations, leading to high rates of injury and mortality. Violent crimes that involve murder, gang robbery with or Without a firearm, rape and voluntarily causing injury (NST Online, 2016). Men and women respond to strain with different emotions Men often feel angry and aggressive, while women tend to feel afraid and troubled. Many female officers may fear retaliation or stigmatization if they speak out against harassment, which can make it difficult for them to seek help or report incidents. Few studies specifically using theory to explain reactions to stress by Police officers (Chappell & Piquero, 2004, Swatt et al., 2007).

#### **1.6. Sexual harassment and sex discrimination**

Sexual harassment is not limited to just sexual advances. It can also involve offensive comments about a person's gender, sexual orientation, gender identity, or pregnancy. Jamal (2010) has reported that historically, women in Pakistan police have had limited influence. The person who harasses someone can be their boss, a colleague, a subordinate, or someone who is not even an employee, such as a client or customer. When police officers receive support from their organizations, it can enhance their job satisfaction (Masal & Vogel, 2016; Vinod Kumar, 2017). One of the most prominent examples of an oppressive patriarchal system is violence against women, such as rape, honor killings, and acid attacks. Unfortunately, victims of such violence often do not receive justice through the legal system. In the past, when people wanted to measure sex discrimination, they would look at the difference between how men and women performed in the job market. There have been several reported cases of sexual harassment in the workplace in Pakistan, highlighting that the work environment in the country is not safe for women. These factors affect the police officers job stress and dissatisfaction (Sadiq M. Policing in p&emic J Public Aff2022; 22: e2486).

#### **1.7. Challenges for Women Police in District Okara**

Cultural Barriers, Limited Opportunities, Harassment and Discrimination, Safety Concerns, Lack of Support, these challenges can make it difficult for women Police officers in District Okara to succeed in their careers and can contribute to a culture of inequality and discrimination. Lower levels of job satisfaction among Police officers and other law enforcement personnel (Ahmad et al., 2018; Tyagi & Dhar, 2014; Violanti et al., 2015). The culture of policing tends to favor masculine qualities, which can hinder women's ability to participate fully in the profession. Even if a woman is working in a non-field

role, the shift work and other aspects of the job are designed around masculine ideals and societal expectations related to family roles. This structure can lead to gender discrimination in the workplace. Gender discrimination is a risk factor for females and males (Kira et al., 2012a). Gender discrimination has a negative impact on the self-esteem of women and can lead to an increased likelihood of internalizing disorders. challenges make it easier for them to find reasons to engage in corrupt activities Ahmad (2019).In Pakistan, there are not many women working in the Police department. This is because the society and religion believe that it's not normal for women to work in this field. As a result, most of the people who work in the Police department are men. policy goal of eradicating the sex industry is incompatible with policing strategies that protect sex workers (Bruckert, 2014; Krüsi et al., 2016; SWAN Vancouver Society, 2020).

## 2. Literature Review

Vincent J. Roscigno, (2019) examine workplace discrimination and sexual harassment based on job status, race, gender, and age. Positive relationships reduce discrimination, but higher-status positions amplify gender and age bias. Women face sexual harassment regardless of job position, and minorities experience racial discrimination universally.(Lindsay Y. Dhanani et.all,2017) This review redefines workplace discrimination's impact on outcomes, emphasizing intensified harm through identified pathways and conditions. It highlights the role of job stress, justice, and varying relationships across contexts and social identities. Discrimination explains outcome variance but has reduced impact on health outcomes. It critiques existing research and suggests future directions.

(Bilan et.all, 2020) This article aims to explore the relationship between gender discrimination, compensation and benefits practices, and their impact on employee motivation and business outcomes. It proposes a method to define and address gender discrimination in compensation policies, emphasizing the significance of ensuring equal rights for employees. (Shiza Shahid & Zaeema Farooq 2020) This study found a direct link between workplace harassment, work overload, and psychological distress in female police officers. It emphasizes the need for addressing harassment and improving work conditions to support the well-being of female officers. (Sara Pervez & Khalid M. Iraqi 2018) Gender inequality persists globally, including in Pakistan, where women face economic, educational, and societal disadvantages. This issue is further exacerbated by discrimination, violence, and oppressive practices. (Reamon Bailey, 2021) This research examines how urban law enforcement officers h&le stress and use stress relief methods. Applying the general strain theory, it explores geographical variations in occupational stress and the manifestation of negative emotions within police departments.

(Vita Mayastinasari,2022) This study shows that motivation, competency, and compensation significantly contribute to police performance. Motivation positively impacts performance, while competency and compensation have positive effects as well.

(Cheema, S.N. & Jamal, W.N., 2022) This paper explores the causes and factors of gender-based discrimination in private service sector workplaces in Pakistan, focusing on its heightened prevalence compared to other countries. (Stephen A. Bishop &Denise Paquette Boots, 2014) Police officers are affected by the violence and trauma they experience on duty. To manage the resulting stress, they develop coping techniques. (Xiaoqing Zeng et.all, 2020) POS impacts police job burnout through job satisfaction, while RES strengthens this relationship. This study provides guidance for addressing police job burnout by considering the combined effects of POS, job satisfaction, and RES.

(Elisabeth Rohwer et.all,2022) This research explores the mental health effects of shift work and provides recommendations for designing shift schedules to enhance employee mental health and job satisfaction.(Rashid Ahmed &Talat Islam 2018) This paper studies how work-family conflict (WFC) and family-work conflict (FWC) affect job satisfaction among police force employees. It explores the moderating roles of organizational and community embeddedness in this context. (Bronwyn McBride et,all,2022) police interactions with im/migrant sex workers have impacted labour conditions since this legislative shift. The full decriminalization of sex work, removal of prohibitions on sex work among

im/migrants, and community-led alternatives to the criminal justice system are urgently needed to uphold im/migrant sex workers' labour rights.

### **3. Research Methodology**

#### **3.1. Target Population**

In this study, the area of interest is the total number of Police officers in District Okara.

#### **3.2. Sample**

In this study, we collect primary data of 440 samples from police stations of District Okara through Physical questionnaire using simple random sampling.

#### **3.3. Data Management**

IBM SPSS Statistics 23 and R Studio are used to analysis of data. IBM AMOS 23, Minitab are used for graphical representation.

#### **3.4. Dependent variable**

The study measures work satisfaction by asking respondents to rate their satisfaction with 24 job aspects on a scale from 1 (Very Satisfied) to 5 (Strongly dissatisfied). This approach aligns with the facet approach to job satisfaction.

#### **3.5. Independent Variables**

To determine the relationship between gender and job satisfaction of Okara District police officers, it has critical to assess discrimination. Respondents were asked if they have experienced one or more kinds of discrimination at work in the previous two years. The independent variable Gender was dichotomized where females were coded 2 and males were coded 1.

#### **3.6. Testing of Hypothesis**

Hypothesis testing is vital in statistics. It assesses statements about parameters using sample data. Accepted if supported, rejected if not. It analyzes relationships between variables, drawing conclusions.

#### **3.7. F-Test**

$F = (\text{Variance between groups}) / (\text{Variance within groups})$  The F-test compares variances or means of multiple groups by calculating the F-statistic. It determines significant differences by comparing the calculated F-value to a critical value, based on explained and unexplained variances.

#### **3.8. Two-Way ANOVA**

Two-way ANOVA analyzes the effects of two independent categorical variables on a continuous dependent variable. It assesses main effects (individual influences) and interaction effects (combined effects) to gain insights into variable relationships (Field, 2013). The equation  $Y_{ij} = \mu + \alpha_i + \beta_j + (\alpha\beta)_{ij} + \varepsilon_{ij}$  represents a statistical model where  $Y_{ij}$  is the observed value of the dependent variable for a specific combination of factors A and B. It includes the overall mean  $\mu$ , main effects  $\alpha_i$  and  $\beta_j$  for factors A and B, the interaction effect  $(\alpha\beta)_{ij}$ , and the error term  $\varepsilon_{ij}$ .

#### **3.9. Regression**

Regression analyzes the relationship between a dependent variable and independent variables, examining if changes in the dependent variable correspond to changes in the explanatory variables.

$$Y = \beta_0 + \beta_1 X + \varepsilon$$

Y represents the dependent variable, X represents the independent variable,  $\beta_0$  is the intercept,  $\beta_1$  is the slope and  $\varepsilon$  represents the error term.

#### **3.10. Multivariate**

Multivariate analysis studies relationships between multiple variables simultaneously, providing insights into patterns and dependencies. In Generalized Linear Models (GLMs), it helps analyze multiple dependent variables together. The formula is  $Y = X\beta + E$ , estimating regression coefficients for variable relationships.

#### **3.11. Generalized Linear Models**

GLMs are a flexible statistical framework for modeling diverse response variables, including non-normally distributed ones. They extend linear regression by incorporating a link function, enabling analysis of binary, count, and non-normal continuous variables.

The general formula is  $g(E(Y)) = \beta_0 + \beta_1 X_1 + \dots + \beta_p X_p$ , where  $g(\cdot)$  is the link function,  $X_1, X_2, \dots, X_p$  are predictor variables, and  $\beta_0, \beta_1, \dots, \beta_p$  are regression coefficients. GLMs accommodate nonlinear associations, handle diverse data distributions, and find applications in various fields.

#### 4. Two Way ANOVA

```
aov(formula = Gender ~ work_place_discrimination * Harassment)
Terms: work_place_discrimination Harassment
```

**Table 1**

Sum of Squares	0.07161	0.09454
Deg. of Freedom	1	1
work_place_discrimination: Harassment Residuals		

**Table 2**

Sum of Squares	0.65728	107.39475
Deg. of Freedom	1	436

Residual standard error: 0.4963046, Estimated effects may be unbalanced

The two-way ANOVA analysis shows significant effects of both "work\_place\_discrimination" and "Harassment" on "Gender," including a significant interaction between the two factors. The residual standard error is 0.4963046, indicating the average prediction error. The statement about estimated effects being unbalanced suggests potential differences in sample sizes or distributions across factor levels.

#### 5. Regression between Gender, workplace discrimination, and harassment

Call:

```
lm(formula = Gender ~ work_place_discrimination, data = Harassment)
```

Coefficients: (Intercept) work\_place\_discrimination  
1.40331 0.01377

**Table 3: Multivariate Test<sup>a</sup>**

Effect		Value	F	Hypothesis df	Error df	Sig.
Intercept	Pillai's Trace	0.932	1955.219b	3	428	0
	Wilks' Lambda	0.068	1955.219b	3	428	0
	Hotelling's Trace	13.705	1955.219b	3	428	0
	Roy's Largest Root	13.705	1955.219b	3	428	0
Gender	Pillai's Trace	0.017	2.530b	3	428	0.057
	Wilks' Lambda	0.983	2.530b	3	428	0.057
	Hotelling's Trace	0.018	2.530b	3	428	0.057
	Roy's Largest Root	0.018	2.530b	3	428	0.057
Work_environment	Pillai's Trace	0.03	1.086	12	1290	0.368
	Wilks' Lambda	0.97	1.086	12	1132.673	0.368
	Hotelling's Trace	0.031	1.086	12	1280	0.368
	Roy's Largest Root	0.023	2.436c	4	430	0.047
Gender Work_environment	Pillai's Trace	0.039	1.424	12	1290	0.148
	Wilks' Lambda	0.961	1.423	12	1132.673	0.149
	Hotelling's Trace	0.04	1.421	12	1280	0.149
	Roy's Largest Root	0.026	2.777c	4	430	0.027

Estimated intercept value is 1.40331 represents the expected average value of gender when the workplace discrimination variable is zero coefficients for the workplace discrimination variable is 0.01377. This

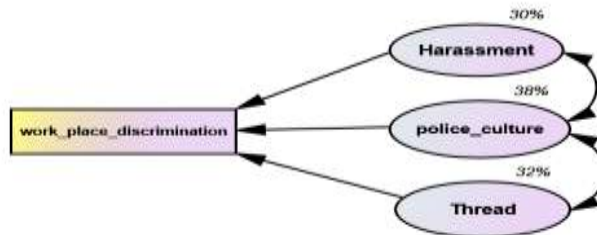
indicates that, on average, for every unit increase in workplace discrimination, the predicted value of gender increases by 0.01377.

For Gender and Work Environment, the p-values are relatively high (greater than 0.05), suggesting that these main effects are not statistically significant at conventional levels.

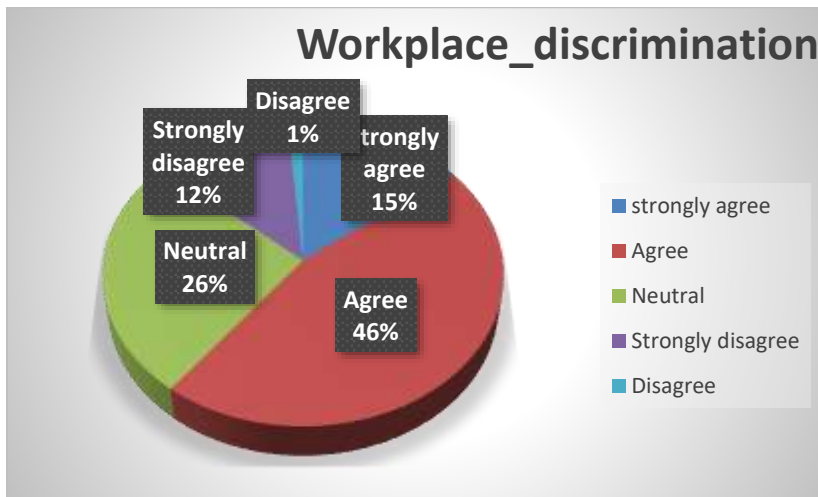
Interaction Effect (Gender \* Work Environment) In summary, the table suggests that while the main effects of Gender and Work Environment may not be significant, their interaction effect is significant in explaining the variance in the dependent variables. This implies that the relationship between Gender and the outcome variables depends on the level of the Work Environment, and vice versa.

## 6. Reliability Statistics

The reliability of the measurement, as indicated by the Cronbach's Alpha coefficient of .84, is very low. This suggests poor internal consistency among the items included in the analysis.

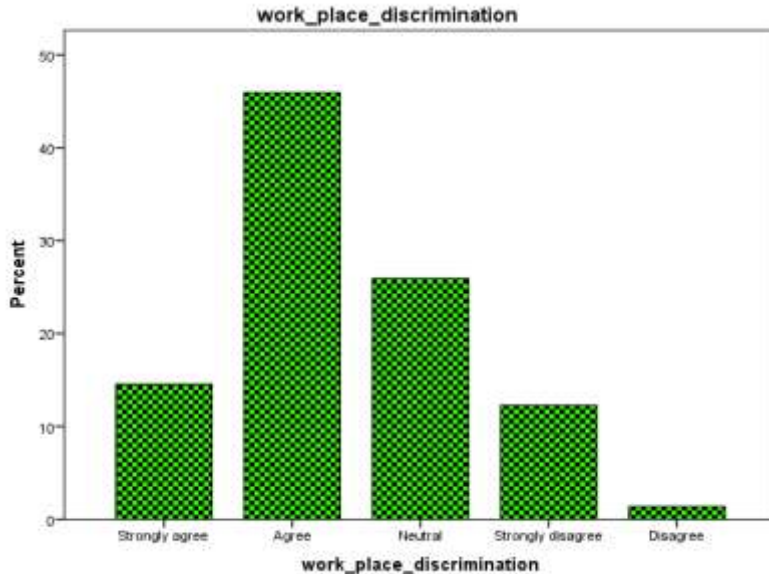


A stronger police culture, coupled with higher levels of harassment and perceived threat, increases the likelihood of workplace discrimination within the police organization. The prevalence of harassment (30%), environment. These statistics suggest that there are pervasive issues related to harassment, cultural norms reminiscent of policing behaviors, and perceived threats among employees.



This pie chart clearly shows 45.9% participants are agree with workplace discrimination in the police department can lead to negative outcomes, such as reduced trust in the community. The results indicate that there is a significant portion of individuals who either strongly agree or agree with the presence of workplace discrimination (35%). Conversely, a smaller proportion strongly disagrees or disagree (13%). This suggests that there may be a notable issue with workplace discrimination, potentially leading to negative consequences such as employee dissatisfaction, lack of diversity, decreased productivity, and

legal liabilities for the organization. Addressing these concerns through policies, training, and fostering inclusive cultures can help mitigate the effects of workplace discrimination.



This simple bar chart clearly shows both Male and females are agreed with workplace discrimination. It indicates workplace discrimination impact on job satisfaction.

## 7. Conclusion

The analysis shows that 248 male and 192 female participants generally report similar levels of job satisfaction, workplace discrimination, and harassment. However, there are slight variations between genders, with females tending to have slightly higher average scores for job satisfaction and workplace discrimination. The analysis findings indicate significant effects of workplace discrimination and harassment on gender, with an interaction between the two factors. The estimated impact of workplace discrimination suggests that as it increases, gender values also increase. However, the reliability of the measurement used in the analysis is notably low, indicating poor internal consistency among the items. In terms of strain theory adoption, job security, harassment, and threat within the police culture have significant impacts, with a higher proportion of females adopting the theory compared to males. However, there were slight differences between genders, with females tending to have slightly higher average scores for job satisfaction and workplace discrimination. The analysis findings demonstrate that workplace discrimination and harassment have significant effects on gender, and there is an interaction between these factors. Regarding strain theory adoption, job security, harassment, and threat within the police culture have significant impacts, with a higher proportion of females adopting the theory compared to males. The data also reveal that a considerable number of participants agree that workplace discrimination within the police department can lead to negative consequences, including reduced trust within the community.

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