CREATING A GENDER NEUTRAL WORKPLACE: IMPLICATIONS ON EMPLOYEE WITHDRAWAL BEHAVIORS IN INFORMATION TECHNOLOGY INDUSTRY

Manu Melwin Joy[1]

[1]*Assistant Professor, Ilahia School of Management Studies, Ilahia College of Engineering and Technology, Muvattupuzha, Kerala, India*

Merry Joe Chirammel[2]

[2]*Assistant Professor, School of Management Studies, Ilahia College of Engineering and Technology, Muvattupuzha, Kerala, India*

ABSTRACT

The advent of Information Technology industry has provided a prospective employment opportunity for women in this sector satisfactorily suiting their work environments and creating an ambiance free of gender discrimination. Organizations have taken many steps to minimize withdrawal behaviors of employees, especially women, to maximize productivity and minimize turnover. Although researches suggests a reasonable gender neutral pursuit by this industry, an adequate level of gender inclusivity is yet to be accomplished. Important players claim to have achieved a gender neutral environment through reduction of employee withdrawal behaviors. This study investigated whether gender has any influence on employee withdrawal behaviors experienced by firms. Responses from 312 employees of three large IT firms were collected using questionnaires. T –test was done using the help of SPSS software to analyze the collected data. It was found that female employees perceived higher levels of employee withdrawal behaviors compared to that of male employees working in Information Technology industry. It was also found that female employees perceived higher levels of the sub dimensions of employee withdrawal behaviors, job and work withdrawal behaviors compared to that of male employees working in IT sector.

KEY WORDS: Information technology Employee withdrawal behaviors, Gender neutrality.