Basic Discrimination In Interpersonal Communication Based On Gender In Corporate Environment

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ABSTRACT

In work environment, we encounter various situations involving speech or writing: conversation with friends, professors, or colleagues to achieve various purposes; group discussions,meetings, presentations, project report submission etc.Likewise we interact with superior and subordinates,converse with them and share the materials.Communication at this level is known as Interpersonal communication where we need to examine how many people are involved,how close they are to one another, how many channels are used and the feedback provided. A lot of conversation is devoted to the idea that women and men communicate in different manner.Mostly studies indicate that women are more sensitive in communication rather than men.Therefore society expects from them more responsibility in regulation. Men on the other hand more sensitive about their status in communication.All the interpersonal communication takes places in accordance with the gender role and gender identity ; so it would not be wrong to say that gender roles possesses a significant effect on the formation of the relationship established. But discrimination between them on the basis of gender is seen at workplace. And they directly and indirectly influenced on the performance of the employees. This study deeply concerns the different aspects of discrimination and how can we manage. There should be equal opportunity for both male as well as female employees; Communication must be comprehensive as it reduces the gap among the employees.

Key words: interpersonal communication, channels, gender identity, discrimination, comprehensive, gender role.

Introduction

Gender-based discrimination is a type of treatment based on gender partiality and description of a situation where a person is denied to get opportunity just because of a particular gender. In India around 48.18% population is female and they play a vital role in the development of the nation. According to a report only one third part of the women population graduated and employed. They are behaved in a different manner and treated in a tortured way at workplaces. Especially during interpersonal Communication it is shown in form of biases. In the present paper I will focus on the basic problems faced by the women on work places in interpersonal communication due to their gender.

Meaning of interpersonal Communication and its role

Interpersonal Communication stands for the exchanging of information between sender and receiver .It also included with social interaction between individual where they share or interact by various modes. It's not an easy process as here are many factors which affect this communication process. Sometimes it can be influenced with the background of the person, last experiences, point of views and the attitude of the individuals which shape up this process.

In a more inclusive thing we can define it as-'a communication form spontaneously and in an uninhibited manner in general and communication between parties in a physical environment alternately.' We do interpersonal communication for multiple functions-

- For the informational functions
- For the instructive and command functions
- For the influence and persuasion functions
- For the integrative functions

Communication at this level focuses only to the sharing among people. Here we examine how people are involved, how close they are to one another and how many sensory channels are used, and how they are proving feedback. Note that non-verbal communication plays a major role in the interpretation of the massage in this form of communication due to the proximity of the people involved. It depends on the situation that will be formal or informal and at workplaces it revolve around to check in. All the employees participates in this process to carry forward the communication .They sit together and talk together about their work, work process, household things and most important the notable things which are needed to be shared.

Gender identity Stereotypes in interpersonal communication

The concept of interpersonal communication is based on two dimensions –sharing and the endless activity. Interpersonal communication starts from two individuals and the beginning or ending cannot be defined. The second aspect is sharing which also not be reserved into categories that will be formal, informal, verbal or non-verbal. It's a mutual construction of communication which also determines the role of gender in this process. Because the tendency of human beings is to make sense of the persons, event they are talking or the reasons they confront. In other words attitudes and judgments of the individuals depend on the common resources and the recent is. Actually our situation in social structure attributes in relationship and determines the form of the relationship which we are desired to make. In this process the stereotypes and prejudices in the society create conflict in the communication established. If the interpersonal communication takes place between individuals without equal position, it never target the receiver and desired effects cannot be created.

Gender is an important aspect of social lifewhich contributes various parts of social status and differentiates the role of humans. They are included to their gender and have their own peculiar characteristics .Gender provide the basic variants on social perception like the male and female groups; they can never transfer from one to another. A particular perception is here for the females and males. It dictates on what they must do, and how they must acts-women are expected to be obedient, skillful, e motional, delicate, loyal, patient and passive in interpersonal communication. And men are expected to be commendable, intelligent, solid, practical dominative and open in interpersonal communication. Because of these stereotypes the behavior of men and women is failed to comply ,perceived negatively and create discrimination in environment.

Another aspect of gender stereotypes is the highly complicated structure of close relationship with opposite gender. We share our relationship with each other as-husband/wife, brother/sister, mother/father, and lover, colleagues etc. and satisfied with highly expectation from opposite gender especially from females. It is believed in the social point of views that a female must cook, care the family and fulfill the desires of the partner too. And when these expectations don't match with that gender, the discrimination and biases are the result. For example when a male person always thinks about women that they are too fragile to perform a strength needed task; he sees a woman to drive a heavy vehicle, he never believe on her driving skill as it is totally different from his opinion.

Forms of gender-based discrimination in interpersonal communication at workplaces

Gender based discrimination is a type of behavior which is done by the opposite gender individuals due o be a particular gender .According to a survey around 49% women are employed, they doing jobs and they facing the biases based on gender at the workplaces. At a workplace we share the information and do interpersonal communication to each other to the process of work. But most of the time they have to face and tolerate unequal behavior and partiality .Here is the study which reveals that situation in a very good way-Male police officers are

always against female police officers although they are satisfied with the performance of their partners. Because the perception of the male police officers did never change .and male police officers 'stereotypes about women has not established a between being woman as a partner and being a police officer. They face discrimination on two ways-**direct way** and **indirect way**

In direct way they are treated-

- Unequal in responsibilities
- Unequal in salary sometimes
- Bad during communication
- Biases in position
- Victimization
- Harassment

In the indirect way they are treated-

- Unfair dismissal
- Wrong communication
- Neglect the point of views
- Pin point on their weak or sensory points
- Conversation at professional level
- Inequality in opportunities

Here are many studies related to discrimination at workplaces. As when they are asked to wear, to share the duties and provide information related to a task ,it is seen. The particular rules/regulations are there for females and a particular expression is expected, whether it is outside or inside.

- People migrate for various reasons, but usually to leave behind a life that has no promise and hope. Due to communication it is easily spread at workplaces.
- Immigrant women and transgender face more discrimination .They are not survived well in professional line. If they get they are not well paying as the mindset-Men are for jobs outside and women are for caring and household inside the home.
- They are mocked and disrespected at workplaces due to patty reasons as-fashion sense, hight, colour, size and being a woman. All expect them as the play dolls. And very often they are exploited at the hands of corruption and social stereotypes. Even a mere woman cannot move or hang out at night. She assumed as unsafe at night.
- They are not having their own perception to share. Always they carry an authority to be dependent. In the beginning they are having parents, gardians, brothers, uncles, and till end they are having friends,

husbands and children to think. Their own thinking is not independent, it revolves around them. Actually every task of them is inspired from others and this is the only reason to discriminate by the hands of others.

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