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**IMPACT OF GENDER DISCRIMINATION ON EMPLOYEE PERFORMANCE**

**PALLISA DISTRICT LOCAL GOVERNMENT**

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**DECLARATION**

I declare that this is my original work and has not been submitted for examination in this or any other university.

Name of student:.....

Registration number:.....

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**APPROVAL**

This report has been submitted for examination with my approval as a university supervisor.

Supervisor

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Mrs. Nakyeyune Swafiyya

Date:.....

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## **ABBREVIATIONS AND ACRONYMS**

SPSS Statistical Packages for Social Science

PDLG Pallisa District Local Government



### **ABSTRACT**

The study will investigate the impact of gender discrimination on employee performance of Pallisa district local government. The objectives of the study is to find out the impact of gender pay gap on employee performance, to establish the impact of gender roles on employee performance and to determine the impact of gender ideologies on employee performance the study will adopt cross sectional research design where a population of 20 respondents and a sample of 19 respondents will be use got from the different departments of local government. Questionnaire will be employed for collection of data

## **CHAPTER ONE: INTRODUCTION**

### **1.0 Introduction**

Employees are considered the back bone for the organizational survival. Employee performance is defined as (Bataineh 2017) effectiveness and efficiency of employees' daily task to meet the expectations of the organization. Good performance of employees within organizations is advantageous in the following ways as explained below; the good performance of employee have led to the increased productivity within the organization, there is employee motivation and this mostly achieved through provision of rewards towards their services rendered within the organization, increased employee engagement and innovations at work by the employees is also due improved employee performance (Rudeman 2003; Armstrong 2009).

However, there are some of the interventions that have been put in place by the organization in order to improve on the performance of the employees (PLG) and these includes; employee training which has equipped the employees with improved skills in production within the organization, motivation of the employees through rewards at work for the input given in b skills in production within the organization, motivation of the employees through rewards at work for the input given in b the employees and this entices to their full engagement which will improve productivity, innovations and creativity, employee empowerment, up to date information technology and communication being applied with in organization's daily operations(Demenzer & Escrig 2019).

Despite the fact that the above interventions have been put in place by the organization (PLG), employee performance have failed and this is evidenced by 13% of employees performing worldwide (Gallup,2011-2012 ), 45% of employees in e performing in south Africa (RWD, Zondo-2017), 57% are performing in sub Saharan region of Uganda(Gallup 2013),60.2% of employees are performing in (PLG)under road construction assessment(Kauta 2014) .These statistical data therefore proves the poor performance of employees.

Employee performance was evidenced in the equity theory (Chiekezie, Nzewi, & Orogbu 2009). This theory states that employees are motivated at work with job rewards according to the performance of an employee in an organization and it's concerned with the input-output ratio. Equity theory also considers fairness in promotion among employees (Armstrong 2009) and this

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## **APPENDICES;**