

SOCIOLOGICAL STUDY OF THE SOCIAL STATUS OF EMPLOYED WOMEN IN THE PUBLIC SECTOR IN YASUJ CITY AND ITS SOCIAL - CULTURAL INFLUENTIAL FACTORS

***Shahla Mohammad Hoseini Ghosheh¹, Leila zadeh Bagheri, Mahdi Moradi³, Zeinab Elahine jhad³**

¹ MA in Social Science Research, Pardis Science and Research, Yasuj Branch

² Sociology, the Education Office, Kohgiluyeh and Boyer Ahmad

³ Industrial Engineering

⁴ State Management, Pardis Science and Research, Yasuj Branch

*Author for Correspondence

ABSTRACT

In Iran labor market, women in terms of occupation, employment status, income and work conditions are different from men. Recognizing these conditions and its influential factors to identify the status of women seems necessary. In this regard, this study aims to identify the impact of social and cultural factors on the social status of women and also identify the effect of individual characteristics and identity of employed women in the public sector in Yasuj on their social status. In this study, two survey and documentation methods have been used. The statistical population includes 1,900 employed women in the public sector in Yasuj of which 320 were selected by Morgan table and appropriate stratified random sampling method. The results of this study verify the relationship between gender, religious identity, organizational justice and organizational culture with the social status of employed women in the public sector Yasuj, but the relationship between personality characteristics, age, marital status, employment status and work experience of employed women in the public sector with the social status have been rejected. Also, the results of this study indicated that among different variables in the regression analysis to explain the influencing factors in the social status of women in the public sector, the procedures justice, gender in public sphere, distributive justice in the organizations and patriarchy against femininity could explain 36.3% of all the factors affecting the status of women. The most powerful predicting variables in the social status of employed women in the public sector Yasuj was procedural justice in organizations. This variable could explain 27.9% of the variance the social status of women.

Keywords: *Social Status of Women, Gender Stereotype, Organizational Justice*

INTRODUCTION

The social status of women in society has long preoccupied the minds of researchers and has been a suitable issue for social studies. According to sociological perspective, the human being's status and position in society is formed through a set of roles that he plays in society. However, the social status of women and the extent of its influence on various social phenomena and its professional study have been given little attention by the Iranian researchers. In most studies, the class status or socio- economical status of women has been studied as a demographic or intervening variable. It has rarely been studied as an independent variable.

Status of women in each society indicates the social progress of that society and it is a fact that increasing number of people recognizes it (Hoseini, 2013:201). Therefore, since 1970s, issues of women's participation in the process of national development plans gradually entered the agenda of national and international development organizations and until 1980s many countries and international organizations put the women- related issues clearly in their development plans. All these attempts try to inform people about the importance of socio- economical statuses of women in the development of the society and life place (which can not be seen before), because no program can achieve its goal without regarding them

Research Article

and not development will be sustainable without it (Khajehnoury, 1997). However, the present works in Iran have not been able to identify the potential of women for the development and make clear the effect of these programs on the promotion of socio-economical status of women. Theoretically, if we consider the action of people as a system, the women's approach to employment, income, and employment outside the home, as well as accessing valuable scarce resources such as wealth, power, knowledge and status that determines their social status, are influenced by the cultural, social, political, economical systems and their personality. Therefore, any analysis of the status of women requires understanding of the social and cultural environment in which they live. That requires understanding the social and cultural factors influencing social relations which considerably affect the ideas, beliefs and values of a society.

Since that the social and cultural factors affect the women's attitude towards participation in the development program, taking responsibilities, education and improving the social standing, thus, the present study aims to evaluate the cognitive status of employed women in the public sector and the social and cultural factors affecting it. We also try to study the relationship between variables such as religious identity, gender stereotype, organizational justice, organizational culture, personality characteristics, age, marital status, employment and work experience in the public sector of Yasuj and their social status. This research is conducted by the survey and documentary methods. To collect data, questionnaire was used and for data analysis, the SPSS software, statistical tests such as Pearson correlation coefficients, independent T-test, analysis of variance (ANOVA), simple linear regression, multivariate regression, Cronbach's alpha for reliability analysis and confirmatory factor analysis to determine the validity of the findings are used. The results are reported in findings section.

MATERIALS AND METHODOLOGY

In this study, the statistical population includes the whole of employed women in the public sector in Yasuj. According to the preliminary statistics obtained from the Governor of Kohgiluyeh and Boyer Ahmad (Women's Bureau), they were 1,900 women from whom we chose 320 through Morgan Table (3) and stratified appropriate random sampling method as sample of study. To do this, based on employed women's number in different public agencies and departments, we chose the sample of study. Then, using simple random sampling method, samples are collected among the women working in offices and various government agencies.

In this study, based on the size sample, questionnaire is used which is the most common way of making data matrix and collect data. The index of this study consists of open and closed questions with a Likert scale. Here, we used the validated questionnaire adapted by previous researchers (Roshandel, 2012), (Hosein Zadeh and Mamabny, 2011) and (Alirezai, 2010).

The data analysis is done through SPSS software. In this research, the descriptive and inferential statistics were used. In descriptive statistics, one-dimensional tables, frequency, percentage and mean have been used. In inferential statistics, Pearson correlation coefficients, independent T-test, ANOVA, simple linear regression, multivariate regression, and the Cronbach's alpha for reliability and confirmatory factor analysis to determine the validity are used. To determine the validity, we used constructive validity, confirmatory factor analysis to confirm the factor structure, and to determine the reliability, Cronbach's alpha for internal consistency were used.

Cronbach's alpha coefficients for the gender stereotypes was 0.837, for the structure of subjective social status of women was 0.706, for the personality characteristics was 0.733, for organizational justice was 0.897, for organizational culture was 0.764 and for the religious identities was 0.883. It can be said that the designed scales have desirable reliability and there is a good internal consistency between items.

Findings

Inferential statistics are based on deriving the parameter values from the data obtained from the sample. Inferential statistics have two purposes: first, to estimate and second, to test the hypothesis (4).

Hypothesis 1: To study the relationship between gender stereotypes and social status of employed women in the public sector, considering this point that the two variables are measured at interval scale,

Research Article

Pearson correlation test and simple linear regression were used. The results show that, with respect to the F value (F=5.52) and its significance level Sig=0.020), there is relationship between gender stereotypes and social status of employed women in the public sector with 0.05 error level and 0.95 confidence level. That is, the gender stereotype is able to explain the variance changes in the social status of employed women in the public sector.

It should be explained that due to the F value (F=2.38) and a significance level Sig=0.125), there is not any relationship between gender stereotypes and mental aspect of employed women's social status in the public sector. Given the F value (F=6.66) and a significance level (Sig=0.011), there is a significant correlation (with less than 0.05 error level at 95% confidence level) between gender stereotypes and subjective social status of women working in the public sector. Thus, a significant relationship between gender stereotypes and social status of employed women in the public sector result from the significant subjective aspect.

The Pearson correlation coefficient is -0.525 and show that the relationship between gender stereotypes and social status of employed women in the public sector is an inverse and average relationship. This means that with increasing level of gender stereotypes, social status of women working in the public sector will relatively decline.

In the Goodness of Fit results, the coefficient determination (R^2), the amount of variance explanation and variable changes in the social status of employed women in the public sector in Yasuj by the gender stereotypes are represented. The determination coefficient ($R^2 = 0.029$), implies the weak role of gender stereotypes in explaining the social status variance of employed women in the public sector in Yasuj. The adjusted coefficient determination ($R^2 \text{ adj} = 0.023$) also show that the gender stereotypes could explain 2.35 of changes in the social status of women employed in the public sector.

Standardized regression coefficients effect (Beta) shows the relative proportion of gender stereotype in explaining changes in the social status of women. Statistic T shows the relative importance of the gender stereotypes variable in the model. According to T=2.35 which is higher than 2.23 and its significant level (Sig= 0.020) obtained for the statistic T and its significant in less than 0.05 error level, it can be said that gender stereotypes variable has statistically significant effect in explaining changes in the social status of employed women in the public sector.

Hypothesis 2: The results of study in Table 4.23 show that according to the F value (F=0.098) and significance level (Sig=0.754), there is not a significant relationship between the personality characteristics and social status of women employed in the public sector.

Hypothesis 3: The results of this study show that, according to the F value (F=6.41) and significance level (Sig=0.012), there is significant relationship between religious identity and social status of women in Yasuj (with less than 0.05 error level and 95% confidence level). It should be mentioned that due to the F value (F=0.189) and 0.664 significance level, there is no relationship between religious identity and subjective aspect of social status. Given the F value (F=21.71) and 0.000 significance level, 0.01 error level and 0.99% significance level, we can say that there is a relationship between religious identity and objective aspect of social status of women employed in the public sector. So the significant relationship between religious identity and social status of women employed in the public sector is the result of significant objective aspect. Pearson correlation coefficient is 0.206 which indicates that there is a direct but weak relationship between religious identity and social status of women working in the public sector.

Hypothesis 4: To study the relationship between organizational culture and social status of women employed in the public sector, since that the measurement level of both variables were in interval form, Pearson's correlation and simple linear regression were used. Results of this study (table 4.25) show that given the F value (F=33.72) and significance level Sig=0.000), there is significant relationship between organizational culture and social status of women employed in the public sector with less than 0.01 error level and 99% confidence level. That is, organizational culture can explain the variance changes in the social status of women employed in the public sector. It should be mentioned that due to the F value (F=2.946) and significance level (Sig=0.333), there is not a significant relationship between

Research Article

organizational culture and subjective aspect of social status of women employed in the public sector. Given the F value ($F=129.7$) and its significance level ($Sig=0.000$), there is a significant relationship between organizational culture and objective aspect of social status of women employed in the public sector, with less than 0.01 error level and 99% confidence level. So, significant relationship between organizational culture and social status of women employed in the public sector is the result of significant objective aspect.

Pearson correlation coefficient is 0.471 which indicates that there is a direct but medium relationship between organizational culture and social status of women working in the public sector. This means that as organizational culture improves, social status of women employed in the public sector will relatively increase too.

In the Goodness of Fit section, determination coefficient (R^2), the amount of variance in the social status of women employed in the public sector in Yasuj explained by organizational culture show that $R^2=0.222$ indicating the weak role of organizational culture in the social status of women employed in the public sector. The adjusted coefficient of determination ($R^2 \text{ adj}=0.216$) also show that organizational culture could explain 21.6% of the changes in social status of women employed in the public sector. Standardized regression coefficients effect (Beta) shows the relative proportion of organizational culture in explaining changes in the social status of women. In table 4-25, beta coefficient (0.471) shows that standard deviation in the organizational culture variable lead to 0.471 change in standard deviation in the social status of women employed in the public sector.

In table 4-25, statistic T shows the relative importance of organizational culture variable in the model. Since $T=5.81$ which is higher than 2.23 and significance level ($Sig=0.000$) in the statistic T with less than 0.01 error level, we can say that organizational culture variable has a significant effect on social status of women employed in the public sector.

Hypothesis 5: The results of study in Table 4-26 show that, according to the F value ($F=46.96$) and its significance level ($Sig=0.000$), there is a significant relationship between organizational justice and social status of women employed in the public sector. Its error level was less than 0.01 and 99% was its confidence level. It should be explained that due to the F value ($F=2.69$) and its significance level ($Sig=0.103$), there is no relationship between organizational justice subjective aspect of social status. The results also show that given the F value ($F=137.3$) and its significance level ($Sig=0.000$), there is a significant relationship between organizational justice and objective aspect of social status of women employed in the public sector. Its error level was less than 0.01 and 99% was its confidence level. So the significant relationship between organizational justice and social status of women employed in the public sector roots in the objective significant level. Pearson correlation coefficient was 0.534 which indicates that there is a direct and medium relationship between organizational justice and social status of women working in the public sector. The adjusted determination coefficient ($R^2 \text{ adj}=0.279$) also show that organizational culture could explain 27.9% of the social status changes of women employed in the public sector.

Hypothesis 6: The results of this study in table 4-27 show that, according to the F value ($F=0.997$) and its significant level ($Sig=0.320$), there is not relationship between age and social status of women employed in the public sector. Thus, the social status of different age groups was the same in 95% significant level.

Hypothesis 7: To assess the status of women employed in the public sector based on their marital status, according to the measurement level of variables, independent T-test was used. The results of the study (Table 1) indicate that, according to the T test value ($T= 0.556$) and its significance level ($Sig=0.579$), there is not significant difference between the social status of women employed in the public sector and their marital status. The average social status of two groups in 95% confidence level was the same.

Hypothesis 8: To study the relationship between work experience and social status of women employed in the public sector in Yasuj, due to the measurement level of two variables, the Pearson correlation coefficient and simple linear regression have been used. The results of study (Table 1) indicate that, according to the F value ($F=2.15$) and its significance level ($Sig=0.145$), relationship between work

Research Article

experience and social status of women employed in the public sector was not confirmed. In other words, the work experience and social status of women employed in the public sector is nor meaningful.

Hypothesis 9: To assess the social status of women employed in the public sector based on their employment status, independent T-test was used. The results of the study (Table 1) indicate that, according to T test value (T=0.634) and its significant level (Sig=0.526), there is not significant difference between social status of women employed in the public sector and their employment status. The average social status between two groups in 95% significance level was similar.

To study the effect of physical - mental problems, interests and cognitive abilities, public sphere, fair character, equality-oriented character, introverted character, religious feelings, religious beliefs, avoiding uncertainty, power distance, patriarchy against femininity, procedural justice, interactional justice, distributive justice, age, marital status, employment status and work experience of women employed in the public sector in Yasuj as independent variables and social status as dependent variable and also explaining the social status of women, stepwise multiple regression test was used. In this method, the different variables in terms of their importance entered into the equation. Some variables, that had no effect in explaining the dependent variable, are removed from the equation. Since that these variables in multivariate regression test should be in interval measurement level, nominal variables are changed to interval variables in dummy way. Regression results are presented in Table 1.

Table 1: results of multivariate regression test and the factors affecting social status of women employed in the public sector in Yasuj

steps	Predictor variables	Beta	T	Sig	R	R ²	R ² .adj	F	Sig
1	procedural justice	0.534	6.58	0.000	0.534	0.285	0.279	46.96	0.000
2	procedural justice	0.465	5.87	0.000	0.576	0.332	0.320	29.04	0.000
	Public sphere	0.228	2.87	0.005					
3	procedural justice	0.467	5.98	0.000	0.596	0.355	0.338	21.28	0.000
	Public sphere	0.217	2.77	0.007					
	Distributive Justice	0.153	2.04	0.043					
4	procedural justice	0.490	6.34	0.000	0.620	0.384	0.363	17.95	0.000
	Public sphere	0.185	2.36	0.02					
	Distributive Justice	0.224	2.82	0.006					
	Masculinity versus Femininity	-0.188	2.34	0.021					

Step 1: The results of study (Table 1) indicate that with respect to the adjusted coefficient of determination (R^2 adj=0.279), the strongest predicting variable of social status women is procedural justice. This variable can explain 27.9% of social status variance of women.

Step 2: at this step, the gender stereotypes variable in the public sphere entered into the regression equation. The adjusted coefficient of determination (R^2 adj=0.320) show that through entering the gender stereotypes variable in the public sphere, 4.1% is added to the prediction power of model and both procedural justice and gender stereotypes in the public sphere have explained 32% of the factors influencing the social status of women.

Research Article

Step 3: in this stage, the distributive justice variable is entered into the regression equation. The adjusted coefficient of determination ($R^2_{adj}=0.338$) show that by entering the distributive Justice, 1.8% is added to the predictive power of the model. These three variables, a procedural justice, gender stereotypes and distributive justice in the public sphere could explain 33.8% of the factors affecting the social status of women.

Step 4: in this step, the patriarchy against femininity has entered into the regression equation. The adjusted coefficient of determination ($R^2_{adj}=0.363$) show that patriarchy against femininity added 2.5% to predicting power of the model. That is, four variables, procedural justice, gender stereotypes in the public sphere, distributive justice in the agencies and patriarchy against femininity have been able to explain 36.3 % of all the factors affecting the social status of women and the remained 63.7% depend on other factors that are beyond this range. Beta coefficient in patriarchy against femininity was -0.188. It indicates that there is an inverse relationship between patriarchy against femininity and social status of women. In other words, as the rate of patriarchy against femininity increases, the social status of women will be degraded. The F test rate ($F=17.95$), in less than 0.01 error level and 95% confidence level is significant and show that the regression model of research including procedural justice, gender stereotypes in the public sphere, distributive justice in the agencies and patriarchy against femininity, and social status of women is a good model and the whole dependent variables could explain the women's social status changes.

DISCUSSION

What was discussed before the conclusion were the experimental and theoretical efforts to evaluate and recognize the impact of social and cultural factors on the status of women employed in the public sector in Yasuj. Accordingly, a series of theoretical issues are raised and after their review, the social stratification theory of Warner, gender stereotypes by Lippmann, Adams' equity theory, Hofstede's organizational culture, religious identity by Clarke and Start are used to analyze and explain the theoretical problem. Then some hypotheses were formulated and tested. The results confirm the relationship between gender stereotypes, religious identity, organizational justice and organizational culture with the social status of women in public sector, while these results rejected the relationship between personality characteristics, age, marital status, employment status, work experience and social status of women employed in the public sector. Analyzing the individual characteristics of women employed in the public sector in Yasuj showed that there is not relationship between personality characteristics, age, marital status, employment status, work experience and social status of women employed in the public sector. Since that in the previous studies, the relationship between individual characteristics and social status has not been mentioned, so here we can not compare the results of this study with the ones. That is why the consistency or inconsistency of these findings with the other ones has not been studied. It seems that due to the traditional context of the population, there are many social and cultural similarities between the women working in the public sector. these similarities prevents the effectiveness of the different features, including personality characteristics, age, marital status, employment status, work experience of women employed in the public sector.

CONCLUSION

Review of the theoretical framework and analysis findings related to the social and cultural factors affecting the social status of women show that there is a relationship between gender stereotypes, religious identity, organizational justice and organizational culture with social status of women employed in the public sector. Findings of this study are consistent with the previous results studied by Lahestanizadeh and Boustani (2009), Kalai (2009), Soroush Mehr and his colleagues (2010). Based on the theoretical studies, thoughts that women gain in the socialization process cause them to accept their capabilities better for some their administrative roles. Also, their attitude towards jobs and responsibilities roots in religious and cultural patterns and also specific satiations. So it is obvious that there are

Research Article

significant relationship between gender stereotypes, religious identity, organizational justice and organizational culture and social status of women employed in the public sector in Yasuj.

Stepwise multivariate regression results show that the total variables including procedural justice, gender stereotypes in the public sphere, distributive justice and patriarchy against femininity are the most influential variables affecting the social status of women. On the whole, these four variables could explain 36.3% of all the factors affecting the social status of women and the remained 63.7% was dependent on other factors which are outside of this range. The results also show that procedural justice in organizations was the most powerful predictor variable affecting the social status of women employed in the public sector. This variable could itself explain 27.9% of the variance in social status of women employed in the public sector. However, what we can infer from these results is that social phenomena. That is. The results of studies vary in terms of time and place. Finally, we can say that social status of women in the public sector, considering the other social factors along with the studies features and also the individual characteristics of them, can be explained. Findings of this study verified the theoretical issues mentioned in this study.

ACKNOWLEDGEMENT:

we sincerely thank all ones who kindly helped us in this study.

References :

Hassanzadeh, R (2007). Methods of research in the behavioral sciences, 5th edition, Tehran: Savalan Press.

Hassanzadeh, R (2007). Methods of research in the behavioral sciences, 5th edition, Tehran: Savalan Press.

Khajehnoory, B (1997). socioeconomic factors affecting the women alienation, case study: women in Shiraz city, Master's thesis in sociology, University of Shiraz.

Mahmoodian, H (2013). Studying the women participation in the labor force in the provinces 1976, 1977 and 1978, Social Science Journal, No: 112, pp: 189-218.