

AN INVESTIGATION ON THE DISCRIMINATION PRACTICES IN HIRING AND SELECTION OF EMPLOYEES

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Abstract

Discrimination is the unfair or unequal treatment of an individual or group based on certain characteristics, including age, disability, ethnicity, gender, marital status, national origin, ethnicity, religion, and sexual orientation. Discriminatory traditions, policies, ideas, practices and laws exist in many countries and institutions in every part of the world, including in territories where discrimination is generally looked down upon. In the province of Zambales, discrimination is not as loud as it is in other countries, but there is much significance regarding discrimination in Zambales. It was being applied in schools, when a student is with a different ethnicity from the rest of the students, also on churches when a couple is living together without being married, and especially when looking for a job, pleasing personality means a lot. This study aims to determine the discrimination practices experienced by the 100 graduates of President Ramon Magsaysay State University, Iba Campus, from the companies in Iba, Zambales. The survey questionnaire method was used in data gathering, with the findings showing that the respondents are seldom experienced the discriminatory hiring and selection practices of companies in terms of age discrimination, religious discrimination, sex and gender orientation, pregnancy-based or related medical conditions, and marriage and civil partnership. The respondents' experiences have a significant difference in terms of religious discrimination according to their civil status and ethnicity. They have significant differences as well in terms of sex and gender orientation according to their ethnicity. They also have significant differences in terms of pregnancy-based or related medical conditions according to their gender. And they also have significant difference in terms of marriage and civil partnership according to their age, civil status, and highest educational attainment.

Keywords: Discrimination practices, hiring and selection, gender orientation

INTRODUCTION

Discrimination is the unfair or unequal treatment of an individual or group based on certain characteristics, including age, disability, ethnicity, gender, marital status, national origin, ethnicity, religion, and sexual orientation. Discriminatory traditions, policies, ideas, practices and laws exist in many countries and institutions in every part of the world, including in territories where discrimination is generally looked down upon. In some places, controversial attempts such as quotas have been used to benefit those who are believed to be current or past victims of discrimination—but they have sometimes been called reverse discrimination. In the US, a government policy known as affirmative action was instituted to encourage employers and universities to seek out and accept groups such as African Americans and women, who have been subject to discrimination for a long time.

Diversity at the workplace is obviously good for every organization. This implies having various employees from different backgrounds could be one of the determinants of a firm's human capital wealth. In order to achieve work place diversity, employers should avoid discrimination during hiring process. Employment discrimination can start from the first time

an applicant applies for a job. The recruiter can screen out applicants based on many factors, for example, religious affiliations (Heneman, Smith, & summer, 2010). Employers can discriminate based on gender, religion, age, ethnicity, and even accent. Discrimination can be costly to the firm because favoritism could lead to hiring incompetent employees, high shirking, and lower productivity.

In the province of Zambales, discrimination is not as loud as it is in other countries, but there is much significance regarding discrimination in Zambales. It was being applied in schools, when a student is with a different ethnicity from the rest of the students, also on churches when a couple is living together without being married, and especially when looking for a job, pleasing personality means a lot. Tall, blond, fair-skinned, and sharp-nosed are the image a lot of Filipinos carry in their heads of the ideal physical appearance that they dream of achieving. This is in no small part due to the excessive admiration that Filipinos have for things Western, particularly American. The stuff that mass media broadcasts only propagates this stereotype.

Unfortunately, in the province of Zambales, where credentials such as brand/family name, height, skin color, age, civil status, and accent, just to name a few, determine your chances of getting a job as much as or perhaps even more than your ability to actually do the job. In other more civilized countries, this would be called discrimination. Job advertisements here in the Zambales wherein many employers still look for certain physical requirements such as gender, height, weight, and age. Hence, this study was conducted to determine if discrimination practices of companies in employee hiring and selection still exist in the province.

Statement of the Problem

This study aimed to determine the discrimination practices experienced by the graduates of President Ramon Magsaysay State University, Iba Campus, from the companies in Iba, Zambales.

Specifically, the researchers sought to find answers to following questions:

1. What is the profile of the respondents in terms of:
 - 1.1 gender;
 - 1.2 age;
 - 1.3 civil status;
 - 1.4 highest educational attainment;
 - 1.5 religious affiliation; and
 - 1.6 ethnicity?
2. How are the respondents' experiences in discriminatory hiring and selection practices of companies be described in terms of:
 - 2.1 age discrimination;
 - 2.2 religious discrimination;

- 2.3 sex and gender orientation;
 - 2.4 pregnancy-based or with related medical conditions; and
 - 2.5 marriage and civil partnership?
3. Is there a significant difference in the respondents' experiences in discriminatory hiring and selection practices of companies when grouped according to profile variables?

REVIEW OF LITERATURE

Discrimination is the practice of treating somebody or a particular group in a society less fairly than others (Hornby, 2001). This reflects the literary definition of discrimination as any form of treatment or consideration of, or making a distinction in favor of or against, a person based on the group, class, or category to which that person belongs rather than on individual merit. Discrimination also implies setting apart or singling out, to differentiate one from the other. The U.S. Equal Employment Opportunity Commission (EEOC) defined discrimination as "failure or refusal by an employer to engage a person as an employee". The EEOC definition of hiring does not include hiring-related discrimination issue which is based on the requirements of the job. These indirect discriminations include medical inquiry, training, negative references, qualification standards, exclusive or segregated union, failure to refer by union, testing, posting notices, apprenticeship, advertising, or reasonable accommodation (McMahon, Hurley, Chan, Rumrill, & Roessler, 2008).

Anti-discrimination employment laws have been able to minimize obvious discriminations but have been unable to minimize contemporary forms of invisible discrimination which are not obvious. This makes this form of discrimination more resistant to legal and moral constraints (Chao & Willaby, 2007). This is because it takes much effort to prove invisible discrimination.

From the ethical perspective, Demuijnck (2009) posits that non-discriminatory policies and attitude in a workplace should be an ethical issue. It was argued further that ethical managers should prioritize non-discriminatory rules in their firms and such rules should be observed during recruitment, hiring, internal and promotion. Kamenou and Fearfull (2006) posit that organizations should adhere strictly to the organization's equity policies and managers should be able to enforce and see such enforcement being practiced when discriminatory allegations occur. Alder and Gilbert (2006) argue from another perspective that ethical issues are beyond the stipulated rules in human resources management. The other aspects of human resource: promotion, fair layoffs, access to further trainings and employee development become relevant once hired. The duo state that fair hiring is important and it is crucial that all applicants and employees are treated fairly. Fair hiring means that applicants are hired based on merits.

In the opinion of Rana, Kagan, Lewis, & Rout (1998) cultural and religious background of Asian women is often used to stereotype them as being submissive and as lacking career ambition. Stereotyping extend beyond gender and ethnicity it also includes cultural and religious discrimination. This in turn has negative effects on their career opportunities. There

is a relationship between gender and ethnicity, the cultural and religious stereotyping is then attached with ethnicity. Asian women with some certain religious beliefs will be expected to have low zeal in building careers.

According to Kamenou and Fearfull (2006) discriminations faced by Muslims can be caused by a number of interrelated factors: religious, cultural, racial, ethnic and country of origin. Stereotyping constitutes a significant constraint on ethnic minority's positions and opportunities in an organization.

Hiring discrimination can affect organization human capital. Cravens and Oliver (2006) argue that an organization's reputation also affects its relationships with potential employees. Employee and corporate identity are two important resources that generate positive financial performance for the organization. This can translate to competitive advantages which is crucial to the long run sustainability of an organization. Rose and Steen (2004) analyzed the implications of employee identification with the corporate identity. A good organization reputation may attract well educated employees with higher productivity, since it provides employees with private benefits. Hiring discrimination shields suitably qualified employees from the organization denying the organization access to human capital which is crucial to its long term sustainability. Some employers derive disutility from hiring ethnic minority workers, while others derive high marginal utility. In this case, ethnic minority workers may choose to work for employers who have no or little prejudice against them (Dustmann, Glitz, & Schonberg, 2009).

On the other hand, a discriminatory prevention system in an organization is also costly to implement. Corporations, which recognize the importance of equality to the maximization of human capital, will commit huge resources per year to efforts that can reduce workplace discrimination (Uhlmann & Cohen 2007).

Conceptual Framework

Employment discrimination happens when an employee or job applicant is treated unfavorably because of his or her ethnicity, skin color, national origin, gender, disability, religion, or age. It is illegal to discriminate in any facet of employment, so workplace discrimination extends beyond hiring and firing to discrimination that can happen to someone who is currently employed (Doyle, 2018).

Workplace discrimination occurs when an individual is adversely discriminated against due to any number of factors. In addition to the reasons listed above, employees and job applicants can also be discriminated against because of disabilities, genetic information, pregnancy, or because of their relationship to another person. Hiring discrimination can affect organization human capital. Cravens and Oliver (2006) argue that an organization's reputation also affects its relationships with potential employees. Discriminatory hiring and selection practices of companies in Iba Zambales was determined through the respondents' experiences using the framework below.

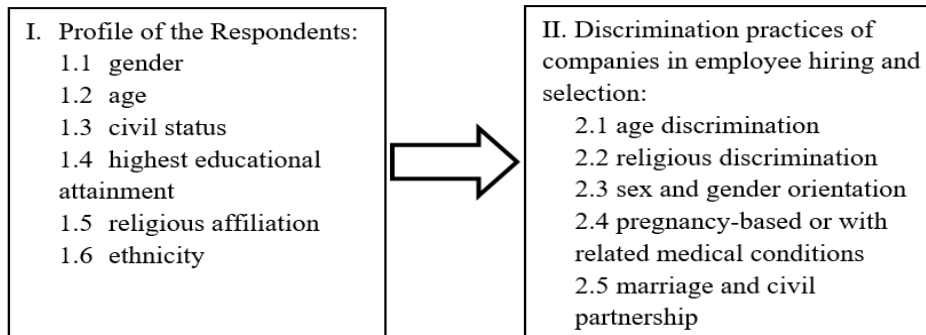


Fig. 1: Paradigm of the Study

The decision base comprises of stereotypes and prejudice. Uhlmann and Cohen (2007) posit that stereotypic thoughts and beliefs often lead to hiring discrimination. The argument is that stereotype and prejudice is rooted in biases. Being biased towards an applicant could make such an applicant a victim of hiring discrimination.

METHODOLOGY

Research Design

This is a descriptive research method, which deals with the statistical analysis through the gathering of quantifiable information in the form of closed-ended questions, which better define and measure the respondent's encountered discrimination during their hunting and application. The descriptive method also describes and interprets what is concerned with conditions and relationships that exist, opinions that are held, processes that are going on, effects that are evident or trends that are developing.

Mean analysis was used guided by a 4-point Likert scale, from the highest 4-always experienced to lowest 1-never experienced; and the profile of the respondents is determined using the frequency and percentage distribution. On the other hand, the hypothesis was tested through the Analysis of Variance to determine if there is a variation that exists between variables, rejecting H_0 when $p \leq 0.05$ and accepting H_0 when $p \geq 0.05$.

Respondents and Location

The study was conducted in Iba Zambales. The respondents were the 100 students graduated from President Ramon Magsaysay State University, selected through quota sampling. Discriminatory hiring and selection practices of companies was determined based on the experiences of the respondents.

RESULTS AND DISCUSSIONS

I. Profile of the Respondents

Table 1: Frequency and Percentage Distribution of the Respondents According to their Gender

Gender	Frequency (f)	Percentage (%)	Rank
Male	40	40.00	2
Female	57	57.00	1
Gay	3	3.00	3
Total	100	100.00	

Majority of the respondents are females with 57 or 57.00 percent which has the highest frequency distribution, while, 3 or 3.00 percent that are gays with the lowest frequency distribution. The results showed that the majority of the respondents are females which indicates that majority graduated in PRMSU are females.

Table 2: Frequency and Percentage Distribution of the Respondents According to their Age

Age	Frequency (f)	Percentage (%)	Rank
18-22	51	51.00	1
23-27	27	27.00	2
28-32	14	14.00	3
38-42	6	6.00	3
43-47	2	2.00	5
Total	100	100.00	

Majority of the respondents aged 18-22 years old with 51 or 51.00 percent which has the highest frequency distribution while 2 or 2.00 percent are 43-47 years old with the lowest frequency distribution. The results showed that the majority age bracket of the respondents belongs 18-22 years old, which indicates that they are fresh graduate from the university. Some companies prefer to hire fresh graduates than older graduates since they have more time to render their services before the retirement age.

Table 3: Frequency and Percentage Distribution of the Respondents According to their Civil Status

Civil Status	Frequency (f)	Percentage (%)	Rank
Single	79	79.00	1
Married	18	18.00	2
Separated	3	3.00	3
Total	100	100.00	

Majority of the respondents are singles with 79 or 79.00 percent which has the highest frequency distribution, while 3 or 3.00 percent that are separated. The results revealed that the respondents are singles, which supports the previous description of their age. They want to explore in their respective field of expertise.

Table 4: Frequency and Percentage Distribution of the Respondents According to their Highest Educational Attainment

Highest Educational Attainment	Frequency (f)	Percentage (%)	Rank
Doctorate Degree	5	5.00	4
College Degree	70	70.00	1
Master's Degree	12	12.00	3
Vocational	13	13.00	2
Total	100	100.00	

Majority of the respondents are college degree holder with 70 or 70.00 percent which has the highest frequency distribution, while 5 or 5.00 percent have doctorate degree with the lowest frequency distribution. The results revealed that the respondent are college graduates, which is one of the objective of this study using the sample size of the university graduates.

Table 5: Frequency and Percentage Distribution of the Respondents According to their Religious Affiliation

Religious Affiliation	Frequency (f)	Percentage (%)	Rank
Roman Catholic	63	63.00	1
Mormons	10	10.00	4
Born Again	14	14.00	2
Iglesia Ni Cristo	12	12.00	3
Others	1	1.00	5
Total	100	100.00	

Majority of the respondents are Roman Catholic with 63 or 63.00 percent which has the highest frequency distribution, while 1 or 1.00 percent who is member of other religious group. The results revealed that majority are Roman Catholic faith which is evident almost the total population of Filipinos in the Philippines

Table 6: Frequency and Percentage Distribution of the Respondents According to their Ethnicity

Ethnicity	Frequency (f)	Percentage (%)	Rank
Zambaleno	74	74.00	1
Aeta	1	1.00	6.6
Tagalog	13	13.00	2
Kapampangan	3	3.00	4.5
Bisaya	5	5.00	3
Ilocano	3	3.00	4.5
Bicolano	1	1.00	6.5
Total	100	100.00	

Majority of the respondents are Zambalenos with 74 or 74.00 percent which has the highest frequency distribution, while, 1 or 1.00 percent with Aeta and Bicolano origin with the lowest frequency distribution. The results showed that the respondents were Zambalenos, which indicates that they are originated in the province and are not migrants, thus, they have Zambal

culture and beliefs.

II. Respondents towards their Experiences in Discriminatory Hiring and Selection Practices of Companies

Table 7: Hiring and Selection of Companies in terms of Age Discrimination

Age Discrimination	Weighted Mean	Qualitative Interpretation	Rank
1. Rejected due to age limit requirement of the company	2.18	Seldom experienced	3
2. Not specified in the job qualification but stated during the interview	2.25	Seldom experienced	1
3. Companies are into age requirement rather than the capacity to work of the applicant/employee	2.22	Seldom experienced	2
4. Force retirement due to age limit as part of the company policy.	2.01	Seldom experienced	5
5. Job advertisement includes age limit of the applicants	2.05	Seldom experienced	4
Overall Weighted Mean	2.14	Seldom experienced	

The respondents seldom experienced discriminatory hiring and selection practices of companies in terms of their age with an overall weighted mean of 2.14. They also seldom experienced the things that are not specified in the job qualification but stated during the interview with the highest weighted mean of 2.25. Likewise, they seldom experienced the force retirement due to age limit as part of the company policy with the lowest weighted mean of 2.01. The results revealed that the respondents are seldom experienced the age discrimination in hiring and selection practices of companies. Private companies usually set policies stipulating the age limit of applicants which is a form of discrimination, this is because young applicants can render their services longer before paying the, the retirement benefits (Alder, G. S. & Gilbert, J. ,2006).

Table 8: Hiring and Selection Practices of Companies in terms of Religious Discrimination

Religious Discrimination	Weighted Mean	Qualitative Interpretation	Rank
1. Companies did not accommodate an applicant/employees religious beliefs due to excessive negative consequences for the employer such as flexible paid holidays so employees can attend services	2.13	Seldom experienced	4
2. The mandatory prayers at proper times of the day for Catholic company owners	1.98	Seldom experienced	5
3. The employer's work dress code.	2.62	Often experienced	1
4. The company's activities which is not applicable to other religious beliefs.	2.20	Seldom experienced	3
5. Probable disagreement of employee-to-employee due to belief's perception	2.49	Seldom experienced	2
Overall Weighted Mean	2.28	Seldom experienced	

The respondents seldom experienced discriminatory hiring and selection practices of companies in terms of their religious affiliation with an overall weighted mean of 2.28.

However, they often experienced with the employer’s dress code at work with the highest weighted mean of 2.62. The respondents also seldom experienced the mandatory prayers at proper times of the day for Catholic company owners with the lowest weighted of 1.98.

The results showed that the respondents seldom experienced the religious discrimination in their respective companies where they are working, which indicates that organizations have rules and regulation that every employee should follow but not to the extent of disrespecting one’s religion. Heneman, Smith, & summer (2010) pointed out that employment discrimination starts from the first time an applicant applies for a job, the recruiter can screen out applicants based on many factors such as religious affiliations.

Table 9: Hiring and Selection Practices of Companies in terms of Sex and Gender Orientation Discrimination

Sex and Gender Orientation	Weighted Mean	Qualitative Interpretation	Rank
1. Companies specified the gender needed in the advertisements	2.16	Seldom experienced	5
2. Paying of salary to men and women of the same qualifications	2.36	Seldom experienced	3
3. Taller men/women make more money than shorter men/women; younger men/women are more likely to be promoted or hired,	2.39	Seldom experienced	2
4. Men are preferred because of physical flexibility.	2.35	Seldom experienced	4
5. Women are preferred because of multi-tasking ability.	2.50	Often experienced	1
Overall Weighted Mean	2.35	Seldom experienced	

The respondents seldom experienced discriminatory hiring and selection practices of companies in terms of their sex and gender orientation with an overall weighted mean of 2.35. However, they often experienced when women are preferred because of multi-tasking ability with the highest weighted mean of 2.50. The respondents also seldom experienced with companies specifying the gender needed in the advertisements with the lowest weighted of 2.16.

The results showed that the respondents seldom experienced the sex and gender orientation, however, some companies prefer women than men because their multi-tasking quality compared to men. Moreover, discrimination in the workplace is a major concern in today’s business community. The increase in cultural and gender diversity in the workplace has obligated employees from different ethnicities and backgrounds to work together work together to meet the goals of the company.

Table 10: Hiring and Selection Practices of Companies in terms of Pregnancy-based or with Related Medical Conditions Discrimination

Pregnancy-based or with Related Medical Conditions	Weighted Mean	Qualitative Interpretation	Rank
1. Company requires a pregnant woman to submit to special procedures in order to determine whether she can perform her job duties unless the employer requires all employees to submit to those procedures.	2.26	Seldom experienced	4
2. Refuse to hire someone because she is pregnant or has related medical conditions.	2.43	Seldom experienced	1
3. Pregnant employees are to pay a larger health insurance deductible than other employees do	2.21	Seldom experienced	5
4. Hiring pregnant employees or with related-medical conditions add up cost to companies.	2.29	Seldom experienced	3
5. Maternity and sick leaves by employees would cause time delays in the business operations.	2.34	Seldom experienced	2
Overall Weighted Mean	2.31	Seldom experienced	

The respondents seldom experienced discriminatory hiring and selection practices of companies in terms of pregnancy-based or with related medical conditions with an overall weighted mean of 2.31. They also seldom experienced those refusing to hire someone because of pregnant or has related medical conditions with the highest weighted mean of 2.43. Likewise, they also seldom experienced wherein pregnant employees are to pay a larger health insurance deductible than other employees do with the lowest weighted of 2.21.

Table 11: Hiring and Selection Practices of Companies in terms of Marriage and Civil Partnership Discrimination

Marriage and Civil Partnership	Weighted Mean	Qualitative Interpretation	Rank
1. Companies specified the civil status in the job advertisements	2.27	Seldom experienced	2
2. Single are more preferred due to time flexibility	2.45	Seldom experienced	1
3. It should be legally married	2.26	Seldom experienced	3
4. Single parents are usually discriminated due to time obligation as a parent.	2.18	Seldom experienced	4
5. Civil status preference is specified because married employees add cost to companies due to maternity and paternity leaves.	2.17	Seldom experienced	5
Overall Weighted Mean	2.27	Seldom experienced	

The respondents seldom experienced discriminatory hiring and selection practices of companies in terms of marriage and civil partnership with an overall weighted mean of 2.27. They also seldom experienced when singles are more preferred due to time flexibility with the highest weighted mean of 2.45. Likewise, they also seldom experienced when civil status

preference is specified because married employees add cost to companies due to maternity and paternity leaves with the lowest weighted of 2.17.

The results showed that the respondents seldom experienced their marriage and civil partnership which indicates that companies set policies on civil status. Companies put emphasis that single are flexible that married and married, especially single parents add cost to the company. However, Kamenou and Fearfull (2006) posit that organizations should adhere strictly to the organization’s equity policies and managers should be able to enforce and see such enforcement being practiced when discriminatory allegations occur.

III. Analysis of Variance to Test the Differences in the Respondents’ Experiences in Discriminatory Hiring and Selection Practices of Companies

Table 12: Test the Differences in the Respondents’ Experiences in Discriminatory Hiring and Selection Practices of Companies in terms of Age Discrimination

Sources of Variations		SS	df	MS	F	Sig.	Decision
Gender	Between Groups	1.555	2	0.778	1.696	0.189	Accept Ho Not Significant
	Within Groups	44.468	97	0.458			
	Total	46.024	99				
Age	Between Groups	0.535	4	0.134	0.280	0.891	Accept Ho Not Significant
	Within Groups	45.488	95	0.479			
	Total	46.024	99				
Civil status	Between Groups	1.297	2	0.648	1.406	0.250	Accept Ho Not Significant
	Within Groups	44.727	97	0.461			
	Total	46.024	99				
Highest educational attainment	Between Groups	2.012	3	0.671	1.463	0.230	Accept Ho Not Significant
	Within Groups	44.012	96	0.458			
	Total	46.024	99				
Religious affiliation	Between Groups	2.957	4	0.739	1.631	0.173	Accept Ho Not Significant
	Within Groups	43.066	95	0.453			
	Total	46.024	99				
Ethnicity	Between Groups	4.817	6	0.803	1.812	0.105	Accept Ho Not Significant
	Within Groups	41.206	93	0.443			
	Total	46.024	99				

The computed value of 0.189 for gender, 0.891 for age, 0.250 for civil status, 0.230 for highest educational attainment, 0.173 for religious affiliation, and 0.105 for ethnicity was greater than > the 0.05 Alpha Level of significance, therefore the null hypothesis was accepted hence there is no significant difference on the age discrimination and profile variables.

The respondents’ experiences have no significant difference on age discrimination according to their profile variables, which indicates that age discrimination happens in most companies particularly during the hiring and selection stage. Hiring discrimination can affect organization human capital. Cravens and Oliver (2006) argue that an organization’s reputation also affects its relationships with potential employees.

Table 13: Test the Differences in the Respondents' Experiences in Discriminatory Hiring and Selection Practices of Companies in terms of Religious Discrimination

Sources of Variations		SS	df	MS	F	Sig.	Decision
Gender	Between Groups	1.746	2	0.873	2.356	0.100	Accept Ho Not Significant
	Within Groups	35.948	97	0.371			
	Total	37.694	99				
Age	Between Groups	3.049	4	0.762	2.090	0.088	Accept Ho Not Significant
	Within Groups	34.646	95	0.365			
	Total	37.694	99				
Civil status	Between Groups	2.679	2	1.339	3.711	0.028	Reject Ho Significant
	Within Groups	35.015	97	0.361			
	Total	37.694	99				
Highest educational attainment	Between Groups	2.918	3	0.973	2.685	0.051	Accept Ho Not Significant
	Within Groups	34.777	96	0.362			
	Total	37.694	99				
Religious affiliation	Between Groups	3.030	4	0.758	2.076	0.090	Accept Ho Not Significant
	Within Groups	34.664	95	0.365			
	Total	37.694	99				
Ethnicity	Between Groups	6.980	6	1.163	3.522	0.003	Reject Ho Significant
	Within Groups	30.714	93	0.330			
	Total	37.694	99				

The computed value of 0.100 for gender, 0.088 for age, 0.051 for highest educational attainment, and 0.090 for religious affiliation was greater than > the 0.05 Alpha Level of significance, therefore the null hypothesis was accepted hence there is no significant difference on the religious discrimination and profile variables. On the other hand, the computed values of 0.028 for civil status and 0.003 for ethnicity was less than < the 0.05 Alpha Level of significance, therefore the null hypothesis was rejected hence there is a significant difference on the religious discrimination and profile variables.

The respondents' experiences differ in terms of religious discrimination according to their civil status and ethnicity, which indicates that cultural and religious background of Asian women is often used to stereotype them as being submissive and as lacking career ambition (Rana, Kagan, Lewis, & Rout, 1998). Stereotyping extend beyond gender and ethnicity it also includes cultural and religious discrimination. This in turn has negative effects on their career opportunities. There is a relationship between gender and ethnicity, the cultural and religious stereotyping is then attached with ethnicity. Asian women with some certain religious beliefs will be expected to have low zeal in building careers.

Table 14: Test the Differences in the Respondents' Experiences in Discriminatory Hiring and Selection Practices of Companies in terms of Sex and Gender Orientation

Sources of Variations		SS	df	MS	F	Sig.	Decision
Gender	Between Groups	0.169	2	0.084	0.211	0.811	Accept Ho Not Significant
	Within Groups	38.881	97	0.401			
	Total	39.050	99				
Age	Between Groups	3.335	4	0.834	2.217	0.073	Accept Ho Not Significant
	Within Groups	35.715	95	0.376			
	Total	39.050	99				
Civil status	Between Groups	0.001	2	0.001	0.002	0.998	Accept Ho Not Significant
	Within Groups	39.048	97	0.403			
	Total	39.050	99				
Highest educational attainment	Between Groups	2.654	3	0.885	2.333	0.079	Accept Ho Not Significant
	Within Groups	36.396	96	0.379			
	Total	39.050	99				
Religious affiliation	Between Groups	2.794	4	0.699	1.830	0.129	Accept Ho Not Significant
	Within Groups	36.255	95	0.382			
	Total	39.050	99				
Ethnicity	Between Groups	5.975	6	0.996	2.800	0.015	Reject Ho Significant
	Within Groups	33.074	93	0.356			
	Total	39.050	99				

The computed value of 0.811 for gender, 0.073 for age, 0.998 for civil status, 0.079 for highest educational attainment, and 0.129 for religious affiliation was greater than > the 0.05 Alpha Level of significance, therefore the null hypothesis was accepted hence there is no significant difference on sex and gender orientation and profile variables. On the other hand, the computed values of 0.015 for ethnicity was less than < the 0.05 Alpha Level of significance, therefore the null hypothesis was rejected hence there is a significant difference on sex and gender orientation and profile variables.

The respondents' experiences differ in terms of sex and gender orientation according to their ethnicity which indicates that stereotyping extend beyond gender and ethnicity, it also includes cultural discrimination. This in turn has negative effects on respondents' career opportunities. There is a relationship between gender and ethnicity, the cultural and religious stereotyping is then attached with ethnicity. Asian women with some certain religious beliefs will be expected to have low zeal in building careers.

Table 15: Analysis of Variance to Test the Differences in the Respondents' Experiences in Discriminatory Hiring and Selection Practices of Companies in terms of Pregnancy-based or with related Medical Conditions

Sources of Variations		SS	df	MS	F	Sig.	Decision
Gender	Between Groups	3.533	2	1.767	4.325	0.016	Reject Ho Significant
	Within Groups	39.623	97	0.408			
	Total	43.156	99				
Age	Between Groups	1.933	4	0.483	1.114	0.355	Accept Ho Not Significant
	Within Groups	41.223	95	0.434			
	Total	43.156	99				
Civil status	Between Groups	.421	2	0.210	0.478	0.622	Accept Ho Not Significant
	Within Groups	42.735	97	0.441			
	Total	43.156	99				
Highest educational attainment	Between Groups	2.034	3	0.678	1.583	0.199	Accept Ho Not Significant
	Within Groups	41.122	96	0.428			
	Total	43.156	99				
Religious affiliation	Between Groups	3.574	4	0.893	2.144	0.081	Accept Ho Not Significant
	Within Groups	39.583	95	0.417			
	Total	43.156	99				
Ethnicity	Between Groups	4.360	6	0.727	1.742	0.120	Accept Ho Not Significant
	Within Groups	38.796	93	0.417			
	Total	43.156	99				

The computed value of 0.355 for age, 0.622 for civil status, 0.199 for highest educational attainment, 0.081 for religious affiliation, and 0.120 for ethnicity was greater than > the 0.05 Alpha Level of significance, therefore the null hypothesis was accepted hence there is no significant difference on pregnancy-based or related medical conditions and profile variables. On the other hand, the computed values of 0.016 for gender was less than < the 0.05 Alpha Level of significance, therefore the null hypothesis was rejected hence there is a significant difference on pregnancy-based or related medical conditions and profile variable.

The respondents' experiences differ in terms of pregnancy-based or related medical conditions according to their gender which indicates that women are frequently discriminated due to its nature of bearing a child and a mother, which affected their working hours because of maternity leaves and other benefits provided by law for women.

Table 16: Analysis of Variance to Test the Differences in the Respondents' Experiences in Discriminatory Hiring and Selection Practices of Companies in terms of Marriage and Civil Partnership

Sources of Variations		SS	df	MS	F	Sig.	Decision
Gender	Between Groups	0.054	2	0.027	0.067	0.935	Accept Ho Not Significant
	Within Groups	39.390	97	0.406			
	Total	39.444	99				
Age	Between Groups	7.903	4	1.976	5.950	0.000	Reject Ho Significant
	Within Groups	31.542	95	0.332			
	Total	39.444	99				
Civil status	Between Groups	3.977	2	1.989	5.439	0.006	Reject Ho Significant
	Within Groups	35.467	97	0.366			
	Total	39.444	99				
Highest educational attainment	Between Groups	3.321	3	1.107	2.942	0.037	Reject Ho Significant
	Within Groups	36.123	96	0.376			
	Total	39.444	99				
Religious affiliation	Between Groups	3.178	4	0.795	2.081	0.089	Accept Ho Not Significant
	Within Groups	36.266	95	0.382			
	Total	39.444	99				
Ethnicity	Between Groups	1.880	6	0.313	0.776	0.591	Accept Ho Not Significant
	Within Groups	37.564	93	0.404			
	Total	39.444	99				

The computed value of 0.935 for gender, 0.089 for religious affiliation, 0.120 for ethnicity, and 0.591 for ethnicity was greater than > the 0.05 Alpha Level of significance, therefore the null hypothesis was accepted hence there is no significant difference on marriage and civil partnership and profile variables. On the other hand, the computed values of 0.000 for age, 0.006 for civil status, and 0.037 for highest educational attainment was less than < the 0.05 Alpha Level of significance, therefore the null hypothesis was rejected hence there is a significant difference on marriage and civil partnership and profile variable.

The respondents' experiences differ in terms of marriage and civil partnership according to their age, civil status, and highest educational attainment which indicates that discrimination comes in many forms and affect anyone within an organization. Some forms of discrimination display obvious signs of improper behavior while other signs of discrimination are subtler. Discrimination including age, disability, ethnicity, gender, marital status, national origin, ethnicity, religion, and sexual orientation happens within an organization.

CONCLUSIONS

Majority of the respondents are females, aged 18-22 years old, singles, with degree in college, believers of Roman Catholic, and are Zambaleños.

The respondents are seldom experienced the discriminatory hiring and selection practices of companies in terms of age discrimination, religious discrimination, sex and gender orientation,

pregnancy-based or related medical conditions, and marriage and civil partnership. Furthermore, the respondents often experience discrimination in religion when it comes with the employer's dress code and also in sex and gender orientation because women are preferred because of multi-tasking ability.

The respondents' experiences have a significant difference in terms of religious discrimination according to their civil status and ethnicity. They have significant differences as well in terms of sex and gender orientation according to their ethnicity. They also have significant differences in terms of pregnancy-based or related medical conditions according to their gender. And they also have significant difference in terms of marriage and civil partnership according to their age, civil status, and highest educational attainment.

RECOMMENDATIONS

Though the respondents seldom experienced discrimination based on the identified discrimination factors, still companies through the human resource department should have a policy on anti-discrimination during the hiring and selection process up until the applicant become employee.

The human resource should protect the rights of employee to increase employee satisfaction which leads to company productivity. The Philippine government should enact a law on anti-discrimination of applicants and employee within the workplace.

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