

AB83

## **A Critical Review of Gender differences in Decision Making in workplace: A Case Study**

Harini Navoda De Zoysa <sup>1</sup>

'Gender' One of today's most important identity markers. It is defined by FAO as 'the relations between men and women, both perceptual and material. Gender is not determined biologically, as a result of sexual characteristics of either women or men, but is constructed socially. It is a central organizing principle of societies and often governs the processes of production and reproduction, consumption and distribution'. Both men and women play an important role as decision-makers in the workplace. With the increasing number of women in decision making positions, it is useful to know how they differ from men in leadership and communication styles. This is the main objective of the research, and the secondary objectives are to examine the efficiency and effectiveness of decision-making by women and to identify the challenges they have to face at the workplace. There are even gender differences in decision-making with regard to ethical issues. 100 employees were randomly taken as the sample of this study. Methods such as interviews and questionnaires were used to collect primary data and magazines, books, journals and web sites were used as secondary data. The data analysis was done both quantitatively and qualitatively. The findings reveal that women are much more interested in relationships than tasks. Men prefer to build relationships as they are doing the task. In terms of communication, women not only like to discuss things, but non-verbal communication may be included in the process. Men approach moral issues looking at individual rights and considering what is just and fair. Women approach them with caring and compassion and constantly consider relationships. It is difficult to say which is more ethical, but a **combination of both** tends to give more creative solutions and is generating more **useful results over the long-term** in organizations.

*Key words:* Gender, decision-makers, non-verbal communication

---

<sup>1</sup> Department of Philosophy, University of Kelaniya, Sri Lanka, harini.navo33@gmail.com