

PERCEPTION OF ACCOUNTANTS ON THE IMPACT OF GENDER INEQUITY ON CAREER PROGRESSION

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ABSTRACT

This paper critically evaluates the perception of accountants on the impact of gender inequity on their career progression in Klang Valley, Malaysia. In doing so, considers some of the areas in which gender inequity could be felt such as mentoring relationship, marital status, and performance. The main objective of this research is to evaluate the perceived differences between male and female on issues of gender inequity, career progression, individual performance and organizational performance.

This research plays a significant purpose of clarifying issues of gender inequity in accounting firms in Malaysia in relation to career progression. It will also play a significant role in helping such firms understand behaviors of employees working for them. Data was collected via questionnaires using categorical questions. A correlation and regression analysis was carried out to show relationship that exists amongst variables.

This research concludes with a discussion of main findings. The main findings seen in this research are the male and female accounts in Klang Valley perceive that gender inequity will reduce organizational performance also individual performance.