Title of Article: Gender Discrimination and Employee Performance: An Empirical Study of the Academic Staff of Nigerian Universities.

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Abstract: Research has shown that a recruitment policy devoid of gender discrimination enhances employee performance in an organization. Previous studies in Nigeria show that gender discrimination against men and women based on their ethnic, religious and geographical identity is common. This survey, however, focuses on discrimination against women on the basis of gender and performance in government universities in Lagos State, Nigeria. The model used for this study was developed and tested in which one hundred and eighty seven copies of the questionnaire that were administered to respondents as completed by the academic staff of government universities in Lagos State were retrieved. Pearson correlation and regression were utilized for the analysis of the study, and the result showed that managerial roles based on gender discrimination against women in government universities in Lagos State have affected employee job performance negatively. The study concludes that for as long as gender discrimination rather than merit remains the basis for staff employment into positions of authority in Nigerian Universities, enhanced performance is more likely to elude employees and the educational sector in general.