Emergent and Structural Perspectives on Gender Inequality

By

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Date: 7 October 2015 (Wed)
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Venue: M802

Abstract

More than five decades after the passage of Civil Rights legislation, gender differences in employment outcomes remain chronic and pervasive in the U.S. and in other parts of the world. Applying a multilevel lens, this presentation will highlight 'bottom-up' or emergent processes in groups as well as 'top-down' or structural constraints that explain gender differences in employment outcomes. Emergent processes refer to dyad-level interactional processes within work groups that translate into differences in performance-related outcomes between men and women working in these groups. Structural constraints refer to macro-level contextual factors that shape differences in performance and reward outcomes between men and women. The presentation will cover some recently completed work to propose an agenda for future gender research in organizations across multiple levels of analysis.

Professor Aparna Joshi's work focuses on multilevel issues in workplace diversity, gender issues in science, engineering, collaboration in global and distributed teams, generational issues in the workplace, and international and cross-cultural management. Her work in the area of gender dynamics in engineering work groups was recently awarded a National Science Foundation grant. Her research appears in the Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, and Organization Science. Aparna's work has received the Academy of Management's Saroj Parasuraman Award in 2010, the Dorothy Harlow Distinguished Paper Award in 2006 and 2008, the Ulrich-Lake Award for Outstanding Contribution to the Human Resource Management Journal, and the Academy of Management's Best Dissertation Award (Gender and Diversity in Organizations division) and has also been featured in the Cincinnati Enquirer, USA Today, and the Times of India. Prior to joining Smeal College of Business at Pennsylvania State University, she was on the faculty of the University of Illinois, Champaign-Urbana. She has served on the editorial boards of the Academy of Management Journal and Organizational Behavior and Human Decision Processes and is currently an Associate Editor for the Academy of Management Journal.

All interested are welcome.