The impact of gender on emotions and age acting as a moderator

Khurram Saleem Alimeer
Center for Advance Studies in Telecom. COMSATS
Institute of Information Technology, Islamabad, Pakistan
khurram_saleem@comsats.edu.pk

Faiza Khurram, Yaqob Wani,
SIT. University of Lahore, Islamabad, Pakistan.
fasalm19@yahoo.com, yaqoobwani@gmail.com

Abstract—Emotional expression is the lifeblood of any organization or community. This study provides a particular focus on how organizational work commitment and performance is gendered and emotionalized. This study investigated what impact gender have on employee emotions for employee well-being. Work commitment research has also not adequately addressed the importance of emotions as part of Commitment. It is this lack of attention to the importance of the relationships between gender and emotions and their impact on work commitment, and how this relationship is understood from the perspective of organizational members that underpins the need for research in this area. The research is also based on age acting as a moderator in the relationship of gender and emotion. Recent research investigating emotion in old age suggests that autonomic responsiveness diminishes with age. The experiential aspects of emotion, however, show less marked age differences. As concerned to the emotional expressions research seems to suggest that older adults are better than younger adults at regulating socially-relevant emotional information, older adults are not affected by negative emotions as much as younger counterparts. With age comes the ability to better regulate emotions in order to not disrupt performance on a memory-intensive task. Future studies should also be conducted to determine exactly how older adults achieved the same emotion-regulatory goal with less cognitive effort.

Index Terms—Emotional expression, effect of gender, moderator, age

I. INTRODUCTION

The workplace is one of the most interpersonally frustrating contexts that people have to deal with. The study is important to examine the emotional expression content of human resources and how the content varies by gender. Gender modifies the relationship between emotional dissonance and gender. Emotional restraints are the most important method in handling anger across all groups. Furthermore, no study has investigated the impact of gender combinations of managers and subordinates on organizational outcomes. Also, the role of subordinate manager gender combinations and subordinates’ emotions of optimism and frustration is an unstudied area. Knowledge of these influences has significant implications for both theory and practice.

A. Purpose/objective

The commitment of women and men is not accurately understood in the workplace. This leads to the perception that women, and some men, are lacking in commitment to their organizations. Gender differences affecting commitment in the workplace the meaning of commitment, as discovered through the life experiences of individuals in the work place, differed between men and women. The purpose of the study is to consider the link between gender, emotions and organizational commitment and to study the effects of Gender and Age on Mood and Cognitive Performance. We need to find that whether the younger females preserve the positive mood as well as the negative mood better than the younger males, and the main effect of age in all cognitive tasks.

B. Research statement

“The impact of gender on emotions and age acting as a moderator.”

C. Significance

Gender concerns with emotions have been almost ignored within organizational analysis. This paper attempts to redress that ignorance. Our study focuses that gender with emotional competence can be regarded as an important personal resource in emotion work and is moderated by age. Gender, emotions and organizations, have a relatively short history. We discuss briefly in our study gender impact on emotions and its effect on organizational outcomes. Previous reviews of the literature on the relationship between gender and emotions have largely focused on core task performance at workplace but have paid much less attention to the age as a moderator that also contributes to productivity. In fact age is linked with gender but not clearly with emotions. Our study would highlight that the relationships of age as a moderating variable with gender and emotions lead to counterproductive work behaviors. The article leads to a discussion of key research issues that may further knowledge about the age-emotion relationship in the future.
II. LITERATURE REVIEW

Research has indicated that sex differences in expressing emotion tend to be greater in North America than in other cultures, particularly Asian culture. Culture impacts gender differences in relation to emotions. This can be explained by focusing on different cultures prevailing in the society, different status men and women holding in their societies. According to several emotions scholars, societies contain emotion cultures, which include beliefs about gender and emotion. Common belief is that, women as compared to men are both more emotional and more emotionally expressive. Past studies tells that negative emotions arise due to the gender differences. It is proved that the facial expressions of females are more easily interpreted as compared to males. Women are also more willing to express their expressions and emotions as compared to men. It is viewed from the previous studies that men and women often differ in the way they manage people and give orders, women generally ask more questions as compared to men and men ask few and direct questions as compared to women.

In view of the past studies work commitment leads to a balanced work life, with women being affected to a greater degree than men. Women show emotions like caring and ambitious while males tend to show emotions of aggressiveness. Emotional expression also contains the content of human resource job and these emotional expressions varies with sex roles. It is studied that women emotions are the result of their inner characteristics where as male emotions arise due to the external circumstances. Gender is not only the difference of male and female managers but it also deals with the male and female sub-ordinate relationship. Past studies tells that leader play an important role in emotional experiences of employees. Females are found to be more transformational leaders while males are considered to be transitional leaders. According to the literature, the specific modes of expression lead to the gender differences. Gender comparisons in expressing emotions have main areas of: physiological responses: facial, vocal and behavioral displays of emotion, and difference between internal feelings and external emotional expression. One of the Big Five personality factors consisting of characteristics of helpfulness and sympathy, is a strong predictor of the efforts to control emotions for women than for men. According to the past studies if women express emotions of anger and frustration at workplace it lead to lower their status, on the other hand anger and frustration in men lead to their higher status. The impact that a person’s values have on his/her attitudes is moderated by his/her age. Since males and females have different motives and goals depending on their ages. Relative to young and middle-aged people older age deals with wisdom, intelligence, problem-solving and reasoning more effectively at workplace. Cournoyer and Mahalik in 1995 proposed that young adults score higher on power and competition; middle-age men score high on work and family relations where as older age men adopt more feminine characteristics as they age. Based on the lifespan theory age moderates the employee’s relationship with work commitment at their workplace.

Emotion plays a central role in living bodies. They express their emotion nonverbally and some time verbally towards the other human beings according to According to numerous organizational scholars, managers and leaders need to understand their non-verbal cues such as emotional expressions from their followers (e.g. Hooijberg et al., 1997; Snodgrass, 1992). Like in an organization if the employees are dissatisfied they can understand the emotions through emotional expressions but these expressions vary from employees to employees. Senior employee’s shows less dissatisfaction level and more motivated towards their work. In young age the males and females are shows positive emotions and feeling toward their work because that is the age in which everyone wants to get the monetary benefits in their lives. In middle age females are more stable and dedicated toward work. For many employees, an increasingly important aspect of their work role involves emotional intelligence in the form of careful control of the emotional front they present to customers, clients or colleagues. The emotions become change when employees job position change. Individuals in high status positions have more freedom in their expressions of anger than lower status individuals while individuals in low status positions often have to express happiness as a sign of deference to others. According to a research that women are less expressive of anger and more expressive of happiness than men in the workplace.

If we see the leadership style in workplace the women proves successful leaders in workplace and can do better motivate the employees. Male managers who attend to others’ emotions may be seen as more persuasive, and female managers who do so may be considered more supportive and have more satisfied employees (Kristin Byron). Emotions can vary from positive to negative. They converted their emotions from positive to negative. The shift from negative to positive is consistent with the age as maturity perspective. We should see a shift in positive emotions from active (excitement) to passive (serenity), as well as in the negative emotions (from anxiety and anger to the lethargy of depression). Women are more frequently manage their anger at work and men are more expressive of anger at workplace. If we see that in customer service sector where all the time employees has to attract with customers there is a more opportunities for women. With the age women become less expressive at home and at work place. A kind of stability comes in women with the age, in contrary men become more expressive with the age in home. Previous research shows that in workplace older employees whether they are male or females are become emotionless. They don’t enjoy their work. Among women, age was related to positive effect.

III. RESEARCH METHODOLOGY

The template is used to format your paper and style the text. All margins, column widths, line spaces, and text fonts are
prescribed; please do not alter them. You may note peculiarities. For example, the head margin in this template measures proportionately more than is customary. This measurement and others are deliberate, using specifications that anticipate your paper as one part of the entire proceedings, and not as an independent document. Please do not revise any of the current designations.

A. INDEPENDENT VARIABLE:

**Gender**
What is male? What is female? The answer of this question depends on Gender roles. Gender role vary from culture to culture and change in gender may causes changes in workplaces, homes, and schools. In workplaces research proves that in early stage women are always discriminated. In initial stages women couldn’t hold executive position in large organizations. But now the trend change and women can hold a top level job, if she is illegible for that position. While conducted the research men and women both take participate

B. DEPENDENT VARIABLE:

**Emotions**
Emotions are mental and physiological state that reflects the variety of behavioral changes. Emotions play a central role in many human activities. William James stated that emotions come from specific events or interpretation of specific event that developed feelings in human beings. Emotions lead towards actions.

There are three elements of emotions

- The source: emotions come from within rather than environment.
- The response: Living bodies respond towards emotions with feelings.
- The expression: living bodies express their emotions by acting or reacting.

**Types of emotions**
There are main 2 types of emotions

- **Positive**
- **Negative**

**Positive emotions** included Love, Appreciation, Happiness, Hope, Enthusiasm, Vitality, Confidence, Gratitude, Patient, Trust, Optimistic, Appreciative, and Astonished. These emotions cause a type if positive feelings in behavior and attitude.

**Negative emotions** included Fear, Anger, Guilt, Depression, Pride, Jealousy, Self-pity, and Anxiety these type of emotion cause a negative feelings and reactions in human body.

C. MODERATED VARIABLES

**Age**
The length of time during which a being or thing has existed. There are three dimensions of age in every living body.
- Young age
- Middle age
- Old age

As age increases the experience of human beings also increases. Development of emotions also effected with the age. But it varies from males to females. Research proves that in young age females show positive emotions and more inclined towards the positive behavior. If we see the males they show mostly negative emotions in young age. As age increases a maturity stage come in humans so they become emotionally stable. If we talk about experience it also increases with the age in both men and women.

D. PREPOSITIONS

Based on our literature reviewed and variables with moderators, we proposed the following hypothesis:

- The Age has a significant relationship with emotions. The more the age of individuals more controlled and enhanced their emotions are.
- Age has an insignificant relationship with emotions. Age has no relationship with emotions as shown in fig.1.

IV. DISCUSSIONS

A. Future research direction

Emotions of individuals within an organization are a vast topic. The literature review covers as many areas as possible related to different types of emotions affected by gender. For an effective research in future it is necessary to pin point first the specific areas of emotions like anger, frustration, happy, optimistic, motivation, stress etc. with these specific areas of emotions it would be easy to find that how age moderates these emotions with respect to the sex of the individuals. Another interesting area to consider is that it should be studied that in which age group more emotional-lead issues are caused in the organizations and what is the cost of such types of emotional lead issues. On the other hand gender should also be taken into account as concerned to the emotional-lead issues, it should be surveyed that whether male or female cost higher as a result of emotional issues in the organizations. The research can also look into the different management levels in the organizations. It should be searched that at which level of the management upper, middle or lower more emotional-lead issues are caused with respect to the gender effects. After getting the results the age of the individuals should be taken into account and measures should be proposed how to overcome such gender based emotional issues within each level of management. In future emotional management with respect to gender and age should also be studied in detail. The focus should be that whether men or women require more emotional management at their workplace and hypothesis results should be made and in addition measures should be given how to improve emotional management at workplace for more productive outcomes.

B. Practical Implications

Practical implications of the present study can be considered by business management or human resource management. The results from this study could be used to direct managers how to create strategies for effective emotional management. For
example, policy makers can focus on gender-specific emotions in work environment conditions that have a direct impact on organizational work commitment. The organizational work commitment is important to the organizations because it lead to fruitful outcomes from the employees and if employees are served with effective emotional management it would lead the organization to be productive. With the help of this study by focusing on gender variables the policy makers can enhance the climatic features of the workplace according to the age and gender of the employees, as the personality traits of the individuals cannot be changed in view of our study the climatic features of the work place can be molded according to the gender and age specifications of the employees for more productive outcomes.

C. Limitations

One of the limitations of the study is that it lacks search in the context of different cultures. The study has very less taken into account the culture differences while focusing the impact of gender on emotions and age acting as a moderator.

This study lacks the research in the area of how the family life effects the emotions and work life commitment of males and females to remain with the organization. Future research in this area should be broadened to know that whether men or women are more emotionally affected by their family life to their work commitment with respect to their age. Another area of limitation is that the research is mostly based on the self-reports. Other than self-reports data can be gathered from other resources as well. We cannot rely on the results on the basis of self-reports only. For example other sources can be sample data collection, survey reports, questionnaires’ etc.

Another limitation is that rather using gender based model for the study any other model should be used for research. For example, job model approach can be used to know that what impact gender have on emotions moderated by the job types. This would help us to know that what types of jobs can lead to more effective emotional outcomes.

![Fig.1: Effect of gender and age on emotions.](image)

V. CONCLUSION

Our research study basically focuses on the differences between men and women with regard to their specific emotions with the moderating effect of age at their workplace. It is concluded that women are more emotionally expressive than men and they possess more positive emotions than men like motivation, optimism etc. We studied that the affective emotional management on part of men and women in the organizations lead to more workplace commitment. Women are considered to be more effective leaders than men due to their positive emotions. Men mostly have negative emotions due to which they are less motivated which is a hindrance for them to come up as more successful leaders than women at any age group.

According to our study we came to find that age is the moderator of emotions and the older people are more aware of their emotions as compared to younger people. Older adults are better performer at workplace than younger adults because older adults have more control on their negative emotions as compared to younger adults.

REFERENCES


[13] Tanner, K. Jeanne, Emotion, Gender and the Sustainability of Communities


