

RESEARCH ARTICLE / MAKALE YAZISI

Judgments on the Role of Women in Business Life

İş Yaşamında Kadının Rolüne Yönelik Yargılar

Emine Aksoy¹, Azmiye Yinal²

Abstract:

This research aims to determine the judgments about the role of women in business life according to demographic variables. This quantitative research was conducted using a correlational survey model and represents a population that includes individuals working in the private and public sectors in the TRNC. The research is based on a sample of 360 people determined by the quota sampling method. The questionnaire was used as a data collection tool and the questionnaire consists of two parts. While the first part was used to determine demographic variables, the questions in the second part were compiled from Sarıoğlu, (2012) thesis. According to the main findings of the study, certain scores were obtained in the scales reflecting the participants' general perception of women and the standard deviation values in these scales showed that the judgments of the participants were variable. No significant difference was found in the analyses based on gender, marital status and age, but significant differences were found based on educational level, especially in the sub-dimension "Judgments on the Role of Women" and in the overall scale. It was observed that participants with a bachelor's degree had different judgments from participants with high school education. In this context, it may be recommended to develop policies and practices that focus on training programs and long-term work experience, gender equality and awareness-raising activities on gender perceptions and gender equality to reduce negative stereotypes about women's place in business life.

Keywords: Gender, Gender roles, Women. Work life.

¹MSc., University of Mediterranean Karpasia, Institute of Social Sciences, Faculty of Business Administration, e-mail: emineaksoy8282@gmail.com, ORCID ID: 0009-0006-2703-1466

²Assoc. Prof. Dr., University of Mediterranean Karpasia, Institute of Social Sciences, Faculty of Business Administration, E-mail: azmiye.yinal@akun.edu.tr, ORCID ID: 0009-0004-7936-847X

Address of Correspondence/Yazışma Adresi: Emine Aksoy, University of Mediterranean Karpasia, Şehit Ecvet Yusuf Cad. No:6 Kızılay, TRN Cyprus, e-mail: emineaksoy8282@gmail.com

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Öz:

Bu araştırmanın amacı, iş yaşamında kadının rolüne ilişkin yargıların demografik değişkenlere göre belirlenmesidir. Nicel bir araştırma olan bu çalışma, ilişkisel tarama modeli kullanılarak gerçekleştirilmiş ve KKTC’de özel ve kamu sektörlerinde çalışan bireyleri kapsayan bir evreni temsil etmektedir. Araştırmanın örnekleme, kota örnekleme yöntemiyle belirlenen 360 kişiden oluşmaktadır. Veri toplama aracı olarak anket kullanılmış olup, anket iki bölümden oluşmaktadır. Birinci bölümde demografik değişkenleri belirlemeye yönelik sorular yer alırken, ikinci bölümdeki sorular Sarıoğlu’nun (2012) tezinden derlenmiştir. Çalışmanın temel bulgularına göre, katılımcıların kadınlara yönelik genel algılarını yansıtan ölçeklerde belirli puanlar elde edilmiş ve bu ölçeklerdeki standart sapma değerleri, katılımcıların yargılarının değişkenlik gösterdiğini ortaya koymuştur. Cinsiyet, medeni durum ve yaşa göre yapılan analizlerde anlamlı bir fark bulunmazken, özellikle “Kadının Rolüne Yönelik Yargılar” alt boyutunda ve genel ölçek düzeyinde eğitim durumuna göre anlamlı farklar bulunmuştur. Lisans mezunu katılımcıların, lise mezunlarına göre farklı yargılara sahip oldukları gözlemlenmiştir. Araştırma sonuçlarına dayanarak, kadınların iş yaşamındaki yerine yönelik olumsuz yargıları azaltmak amacıyla eğitim programları, uzun vadeli iş deneyimi, toplumsal cinsiyet eşitliği ve farkındalık çalışmaları odaklı politikalar ve uygulamaların geliştirilmesi önerilebilir.

Anahtar Kelimeler: Cinsiyet, Cinsiyet rolleri, Kadınlar, İş hayatı.

Introduction

The role of women in business life is an issue that has undergone significant changes from the past to the present and is gradually evolving. While traditionally, women in the business world were generally employed in a limited number of sectors or certain positions, today the impact of women in business life has become more diverse and significant. Women are now rising to leadership roles in various sectors, achieving success in entrepreneurship and increasing diversity in the business world. Many factors have been effective in this change in the role of women in business life. Factors such as increased awareness of gender equality, expansion of educational opportunities and support programs focusing on women's professional development have contributed to women's greater participation in business life. Additionally, companies' embrace of diversity and inclusion has provided more opportunities for female leaders, and women's talents have begun to be evaluated more broadly in the business world (Gönüldaş and Gümüşkaya, 2022).

Difficulties in women's business life continue in some regions or sectors. Problems such as gender-based discrimination, unequal pay practices and difficulties in career promotion processes are among the factors that hinder the advancement of women in the business world. Therefore, it is important to strengthen policies and practices that focus on gender equality in society at large and in the business world. While the role of women in business life is becoming increasingly diverse, the struggle for gender equality in this field continues. Raising greater awareness in society at large and in the business world is an important step in eliminating gender-based discrimination and inequalities. Women's talents and leadership potential can contribute to the creation of a fairer and sustainable business life by increasing the diversity of the business world (Dvivedi, Kaur, Dwivedi and Mishra, 2022).

Women's increased participation in business life has been achieved due to their rights supported by national and international legal regulations and the influence of the modernization process. However, despite this increase, women continue to face many difficulties in working life. Problems such as the limitation of certain professions suitable for women, exposure to gender discrimination in recruitment, greater emphasis on gender in promotion

processes, and wage inequalities are just some of the main difficulties faced by women. Certain professions are seen as suitable for women, and gender-based stereotypes continue to persist and limit women's access to a wide range of careers. Explicit reference to gender in recruitment processes may lead to evaluations of candidates based on their gender rather than their abilities and experience. This could prevent women from gaining the positions they potentially deserve. Considering women's gender rather than their achievements and abilities in promotion processes may limit women's chances of promotion. Problems regarding remuneration are also one of the important problems faced by women; Women doing the same job can generally receive lower wages than their male counterparts (Bozkurt, 2017).

These situations show that gender equality has not yet been fully achieved and the discrimination women face in working life continues. Therefore, it is important to raise awareness about gender equality, challenge gender stereotypes, and make efforts to eliminate gender-based discrimination. This effort can contribute to the creation of a fair and equitable working environment. The basis of the study is the conceptual framework of people's behavioral levels and role realization. This foundation focuses on sex and gender distinctions, includes theories on gender role behavior, and aims to analyze how stereotypes underlying gender discrimination in working life are formed. In the study, women's experiences of gender discrimination in working life are discussed from a broad perspective. In this context, issues such as training, recruitment, remuneration, mobbing, inability to benefit from informal relationships, lack of mentors, work-family conflict, and family-work conflict have been examined in detail. This discrimination affects not only individuals but also many processes of organizations (Ardasheva, Carbonneau, Roo and Wang, 2018).

Another focus of the study is to question the relationship of gender discrimination with issues such as motivation, job satisfaction, organizational commitment, organizational justice and trust in the organization. In this context, it is emphasized that gender discrimination is an important factor not only at the individual level but also in terms of organizational performance and effectiveness. The second part of the study focuses on inequality in

promotion, which is an important consequence of gender discrimination in working life. It has been defined as an invisible but harsh obstacle that women face in rising to senior positions in organizations, and the causes of this syndrome have been discussed. This analysis makes an important contribution to explaining one of the important dimensions of gender discrimination in business life (Arat and Minister, 2011).

Purpose and Importance of the Research

In today's world, where social and economic dynamics are evolving, the issue of gender equality in business life is becoming increasingly important. In this context, the aim of studies on the role of women in business life is to understand the current situation in this field, identify problems and offer solutions. The main purpose of this study is to contribute to social and economic development within the framework of gender equality by considering the current judgments about the role of women in business life from an objective perspective. Gender norms, prejudices and stereotypes can limit women's advancement in the business world. This study is designed as a step to understand and eliminate these barriers.

The presence of women in business life is not only a matter of justice, but also a prerequisite for increasing diversity in workplaces, encouraging creativity and sustainable success. This study aims to reveal the obstacles that prevent women from rising to leadership roles in the business world and the measures that can be taken to eliminate these obstacles. In addition, such studies on the role of women in business life are important in terms of raising awareness among policymakers, business leaders and the general society. Raising awareness of gender equality can lead to positive changes not only in business but also in other areas of society.

As a result, this study is carried out to understand the judgments regarding the role of women in business life, to identify current problems and to offer fair and sustainable solutions for gender equality. Gender equality is critical to the overall well-being of society and the sustainable success of business, so research and efforts in this regard play a vital role.

Hypotheses

The hypotheses of this research are as follows:

H0: Judgments about the role of women in business life do not differ according to gender.

H1: Judgments about the role of women in business life differ according to gender.

H0: Judgments about the role of women in business life do not differ according to marital status.

H2: Judgments about the role of women in business life differ according to marital status.

H0: Judgments about the role of women in business life do not differ according to age.

H3: Judgments about the role of women in business life vary according to age.

H0: Judgments about the role of women in business life do not differ according to educational level.

H4: Judgments about the role of women in business life vary according to educational status.

H0: Judgments about the role of women in business life do not differ according to working period.

H5: Judgments about the role of women in business life vary according to the working period.

Research participants gave their answers to the scale questions sincerely.

Gender is a concept that expresses socially and culturally determined gender roles, norms, expectations and behavioral patterns, beyond biological sex (male and female) (Warskan, 2019). Gender Roles are defined as the expected behaviors, responsibilities, rights and duties that a society attributes to a certain gender in a certain period (Göktaş, 2020).

Gender concept world on you individuals classifies and make sense of for a set of classifications with have been defined. These classifications are and masculine aspects stated gender differences, age, status, socioeconomic status and socio-cultural factors, according to which, people with evident differences emerge to come out from where (Akkaş, 2019). When the historical aspect is examined, in all societies, social gender roles were assigned to males and women were appointed and individuals generally adopt this role unconsciously, and other social systems under the influence learn adopted.

In this context, biological and social to be about two types your gender your existence, to mention it is possible. Biological gender, individual physical and biological properties based on designated one concept, while social gender whereas cultural, social and economic factors under the influence taking shape one is a concept. Social gender roles, usually cultural norms and associated with expectations and the individual society in their role and their behavior (Warskan, 2019).

Today, gender concepts and roles are increasingly more is being questioned. Social gender equality and gender identity on the subjects' awareness as traditional gender norms square reader, A lot of movements have come out. This means that individuals' own gender identities are freely expressed to them and socially by gender relating to stereotypes, questioned path is opened.

Gender concepts and roles are complicated and dynamic one as the structure has. Biological and social gender between relationships, individuals what they experience in society norms and with their expectations is taking shape. However, gender Only biological not the same in time and social One phenomenon is and his on the subject your awareness increases together with sex, relating to traditional classifications, square new perspectives emerge comes out (Wrestler, 2016)

Gender refers to all the characteristics of living beings that are male or female in biological, physiological and genetic terms. This definition refers to individuals' innate sexual identities. Gender involves a specific identification as male or female, usually assigned to individuals at the time of birth. This identity definition is based on society's gender norms and expects the individual to behave according to these norms throughout their life.

The biological basis of gender begins in the womb and is expressed during the birth process. Biological differences allow male and female individuals to be distinguished from each other. These differences include not only physical characteristics, but also various duties and responsibilities attributed to individuals in line with society's expectations. These duties are often referred to as traditional gender roles and involve behaviors that are

expected to conform to a particular normative order of society. In this context, it can be said that gender causes individuals to create different lifestyles throughout their lives. Society's gender norms tell individuals what roles they should assume and how they should behave. For example, while men are generally expected to take on strong leadership roles, women may be assigned more emotional and caring roles. Today, many movements and movements of thought have emerged that challenge gender norms. Gender equality advocates emphasize that gender roles should be flexible and individuals should be offered a wider range of behaviors. In this context, the concept of gender should be considered not only as a biological but also as a social phenomenon and should be evaluated with a perspective that embraces diversity (Göktaş, 2020).

Gender discrimination in working life refers to the unfair treatment and inequality of opportunities that individuals are exposed to based on their gender in business life. This type of discrimination often includes situations where women are paid less than men, are not promoted, or are not hired. Gender discrimination can arise from traditional social norms, gender stereotypes, and prejudices. Gender discrimination encountered in career development may cause women to encounter obstacles in their promotion to leadership positions. Additionally, biases regarding gender roles in certain industries or professions may restrict women's access to certain fields. Doubt about women's success in business life and stereotypical perceptions towards them may contribute to the continuation of gender discrimination (Dimopoulou, 2016).

Adopting fair policies in workplaces and implementing training and awareness programs play an important role in the fight against gender inequality. Emphasizing the fact that women and men have the same abilities and potential is one of the first steps towards reducing gender discrimination.

Additionally, encouraging diversity in the business world and creating transparent policies on gender equality can contribute to the solution of this problem. In this way, it may be possible to reduce gender discrimination in the business world and create a fairer working environment. Efforts on gender equality must be supported not only within the institution but also throughout society.

Awareness-raising campaigns and educational programs against gender norms can help raise broad awareness of gender equality. In this way, negative perceptions and prejudices about gender roles in society in general can be reduced. Employers, managers and employees need to work together to combat gender discrimination.

Effective implementation of gender equality policies and training of employees on this issue can contribute to ensuring a fair environment in the workplace. At the same time, initiatives such as mentoring and support programs to increase women's access to opportunities to advance into leadership positions may also be effective.

Fighting gender discrimination requires an effort not only from the business world but also from society in general. Gender equality is essential for a more fair, sustainable, and inclusive business world. Therefore, everyone needs to be aware of gender equality, support social change and work together to achieve this goal (Yazıcıoğlu, 2009).

Method

Research Method

The research is quantitative. Quantitative research is a type of research in which numerical data is collected, analyzed and interpreted. In this type of research, researchers generally use numerical data collection tools and evaluate the results with statistical methods (Çaparlar and Dönmez, 2016). In this context, the relational scanning model was used in the study. The relational screening model focuses on understanding these relationships and extracting meaningful information by examining the relationships between variables in data sets (Toytok and Gezen, 2018). The ethical approval for this research was provided by the Akdeniz Karpaz University ethical committee. The date for approval is 08/04/2025, and the approval number is AKUN-ETK-7/25.

Population and Sample

The population of the study consists of employees in the private and public sectors in the TRNC. The quota sampling method is a sampling strategy used to ensure the representation of subgroups with certain characteristics in a research. This method is used to provide a proportional representation of individuals with certain characteristics within the population (Yağar and Dökme, 2018). In this context, the sample of the study consists of 360 people.

Data Collection Tools

A survey was used as the data collection method in the research. The survey consists of 2 separate parts. The first part is for determining demographic variables. Second part: The questions in the second part, which measure judgments about the role of women in business life, were compiled from Tülin Öztürk's thesis and prepared by Sarioğlu (2012). In the second part, which included questions to measure judgments about the role of women in business life, a 5-point Likert scale was used. For the first, third, fourth, seventh, ninth, tenth, eleventh, fifteenth, seventeenth and twentieth questions, I strongly disagree; disagree 2; I'm undecided 3; I agree 4; I completely agree. It means 5. In the second part, the other questions measuring judgments towards women are in the opposite direction, 5 of which I strongly disagree with; disagree 4; I'm undecided 3; I agree 2; I completely agree. It means 1. Judgments about the role of women is a reliability coefficient that shows how compatible the items in the subscale are with each other. The value of 0.742 indicates that the items in this subscale show a moderate level of consistency with each other. Judgments about women indicate that the items in the subscale show higher consistency with each other. A value of 0.831 indicates higher internal consistency between items. It is the general reliability coefficient covering the entire scale. The value of 0.778 indicates that the items in the overall scale show a moderate level of consistency with each other.

Analysis of Data

In the study, the data were analyzed with the SPSS 28.00 program. Additionally, t-test, ANOVA and ANOVA Tukey test were performed. The t-test is used to determine the difference in means between two groups. ANOVA (Analysis of Variance) evaluates mean differences between two or more groups. ANOVA Tukey test is used to determine whether different groups are statistically different from each other, based on ANOVA results.

Findings

Demographic variables of the participants are given in Table 1.

Demographic features*Table 1. Demographic Information*

		N	%
Gender	Woman	190	52.8
	Male	170	47.2
Marital status	Married	212	58.9
	Single	148	41.1
Age	18 - 23 years old	57	15.8
	24 - 29 years old	56	15.6
	30 - 35 years old	52	14.4
	36 - 41 years old	49	13.6
	42 - 47 years old	61	16.9
	48-53 years old	36	10.0
	54-59 years old	28	7.8
	60 and above	21	5.8
Educational background	Primary education	69	19.2
	High school	102	28.3
	associate degree	34	9.4
	Licence	92	25.6
	postgraduate	63	17.5
Operation time	less than 1 year	29	8.1
	1-3 years	59	16.4
	4-6 years	58	16.1
	7-9 years	34	9.4
	10-15 years	48	13.3
	15 years and above	132	36.7
	Total	360	100.0

When the gender distribution of the participants is examined, 52.8% of the participants are women and 47.2% are men. In terms of marital status, the majority consists of married participants, with 58.9%, while the rate of single participants is 41.1%. Looking at the distribution by age groups, the largest group consists of participants between the ages of 42-47, with 16.9%. When the education level

is examined, individuals with postgraduate education stand out among the participants with 17.5%. When evaluated in terms of working time, 36.7% of the participants have been working for 15 years or more. On the other hand, the participants with the lowest working hours are those who have been working for less than 1 year, at 8.1%.

Table 2. Means of the Judgment Scale on the Role of Women

	Min.	Max.	Cover.	Ss
Judgments Concerning the Role of Women	17.00	45.00	34.1778	5.42526
Judgments Against Women	13.00	54.00	37.0889	8.20747
General	47.00	97.00	71.2556	10.07251

According to these data, when the measurements made on the "Judgment Scale on the Role of Women" are examined, the averages of the participants' judgments about the role of women are as follows: The minimum score is 17.00, the maximum score is 45.00 and the average score is 34.1778. The standard deviation value in this scale was calculated as 5.42526. Likewise, on the "Judgments Towards Women" scale, the minimum score is 13.00, the maximum score is 54.00, and the average score is 37.0889. The standard deviation value in this scale was determined as 8.20747. In general, the minimum score

in the total scale reflecting the participants' general perception of women is 47.00, the maximum score is 97.00 and the average score is 71.2556. The standard deviation value on this scale is 10.07251.

Examining Judgments Regarding the Role of Women in Business Life According to Demographic Variables

H0: Judgments about the role of women in business life do not differ according to gender.

H1: Judgments about the role of women in business life differ according to gender.

Table 3. Examination of Judgments Regarding the Role of Women in Business Life by Gender

	N	Cover.	Ss	f	p	
Judgments Concerning the Role of Women	Woman	190	35.4158	5.28157	0.009	0.926
	Male	170	32.7941	5.26111		
Judgments Against Women	Woman	190	40.0526	7.33675	0.163	0.687
	Male	170	33.7765	7.87307		
General	Woman	190	75.3211	9.36147	2,458	0.118
	Male	170	66.7118	8.84076		

$p > 0.05$

As a result of the analysis, there is no significant difference based on gender in the scale sub-dimensions and the overall scale ($p > 0.05$). These results indicate that judgments about women in business life do not differ depending on gender.

H0: Judgments about the role of women in business life do not differ according to marital status.

H2: Judgments about the role of women in business life differ according to marital status.

Table 4. Examination of Judgments Regarding the Role of Women in Business Life by Marital Status

	N	Cover.	Ss	f	p	
Judgments Concerning the Role of Women	Married	212	34.1604	5.34078	0.203	0.652
	Single	148	34.2027	5.56221		
Judgments Against Women	Married	212	36.7877	8.25180	0.014	0.906
	Single	148	37.5203	8.15202		
General	Married	212	70.9057	9.64982	1,503	0.221
	Single	148	71.7568	10.66217		

* $p > 0.05$

As a result of the analysis, there is no significant difference in the scale sub-dimensions and the overall scale based on marital status ($p>0.05$). These results show that judgments about women in business life do not differ depending on marital status.

H0: Judgments about the role of women in business life do not differ according to age.

H3: Judgments about the role of women in business life vary according to age.

Table 5. Examination of Judgments Regarding the Role of Women in Business Life by Age

		N	Cover.	ss	f	p
Judgments Concerning the Role of Women	18 - 23 years old	57	33.2982	5.53226	2,026	0.051
	24 - 29 years old	56	35.4107	4.70117		
	30 - 35 years old	52	35.7885	4.84398		
	36 - 41 years old	49	33.6327	6.13628		
	42 - 47 years old	61	33.4590	5.36213		
	48-53 years old	36	34.2500	5.06176		
	54-59 years old	28	34.5357	5.72507		
	60 and above	21	32.0476	5.98729		
Judgments Against Women	18 - 23 years old	57	38.0877	6.91861	0.748	0.631
	24 - 29 years old	56	36.9286	8.13937		
	30 - 35 years old	52	38.5000	10.14503		
	36 - 41 years old	49	37.3265	7.95662		
	42 - 47 years old	61	36.6066	7.81084		
	48-53 years old	36	36.6667	8.54568		
	54-59 years old	28	34.8929	7.41540		
	60 and above	21	35.8095	8.70413		
General	18 - 23 years old	57	71.7018	10.42998	1,342	0.229
	24 - 29 years old	56	72.3393	9.99141		
	30 - 35 years old	52	74.1154	11.54812		
	36 - 41 years old	49	70.9592	9.23074		
	42 - 47 years old	61	70.0656	8.50268		
	48-53 years old	36	70.5556	11.10327		
	54-59 years old	28	69.4286	7.83831		
	60 and above	21	67.8571	11.59865		

* $p > 0.05$

As a result of the analysis, there is no significant difference based on age in the scale sub-dimensions and the overall scale ($p>0.05$). These results show that judgments about women in business life do not differ depending on age.

H0: Judgments about the role of women in business life do not differ according to educational level.

H4: Judgments about the role of women in business life vary according to educational status.

Table 6. Examination of Judgments Regarding the Role of Women in Business Life by Educational Status

		N	Cover.	ss	f	p
Judgments Concerning the Role of Women	Primary education	69	35.1449	5.10558	2,512	0.042 Undergraduate >High School
	High school	102	33.0882	5.69888		
	Associate degree	34	35.8529	4.63931		
	Licence	92	34.2935	5.55203		
	postgraduate	63	33.8095	5.24822		
Judgments Against Women	Primary education	69	32.3043	7.99688	17,058	0.000 Undergraduate >High School Master's Degree >High School
	High school	102	35.1667	7.69349		
	Associate degree	34	37.5294	7.03771		
	Licence	92	39.3370	7.56405		
	postgraduate	63	41.9206	7.08998		
General	Primary education	69	67.4493	9.51861	10,639	0.000 Associate Degree >Primary Education Undergraduate > Primary Education Degree > Primary Education
	High school	102	68.1667	9.04125		
	Associate degree	34	73.0294	8.20748		
	Licence	92	73.9565	10.43232		
	Postgraduate	63	75.5238	9.82074		

$p < 0.05$

As a result of the analysis, it was seen that there was a significant difference both in the overall scale and between its sub-dimensions and education ($p < 0.05$). It was observed that participants with undergraduate education showed a significant difference in the Judgments Concerning the Role of Women subscale compared to participants with high school education ($p < 0.05$). This shows that the judgments of individuals with undergraduate education regarding the role of women are different from those with high school education. In the Judgments Towards Women subscale, participants with undergraduate and graduate education had higher scores than those with high school education ($p < 0.05$). These results show that education level may affect perceptions

towards women. It is conceivable that individuals with higher levels of education may have a more conscious or developed perspective in their judgments towards women. It was observed that associate, bachelor's and master's degree graduates received higher scores than primary school graduates in the total scale ($p < 0.05$). This shows that the education level of the participants has an impact on their general perception of women.

H0: Judgments about the role of women in business life do not differ according to working period.

H5: Judgments about the role of women in business life vary according to the working period

Table 7. Examination of Judgments Regarding the Role of Women in Business Life by Working Period

		N	Cover.	Ss	f	p
Judgments Concerning the Role of Women	less than 1 year	29	33.8621	5.55957		
	1-3 years	59	35.0339	5.30441		
	4-6 years	58	35.1552	5.64071		0.047
	7-9 years	34	35.2941	4.87125	2,273	1-3 years > 15 years and above
	10-15 years	48	34.5417	4.44809		4-6 years > 15 years and above
	15 years and above	132	33.0152	5.67166		
Judgments Against Women	less than 1 year	29	37.7586	7.94020		
	1-3 years	59	38.4746	7.65271		
	4-6 years	58	37.9655	8.51411		
	7-9 years	34	38.0588	8.82469	1,242	0.289
	10-15 years	48	35.4583	9.48225		
	15 years and above	132	36.2803	7.65508		
General	less than 1 year	29	71.6207	11.16888		
	1-3 years	59	73.5254	9.39801		
	4-6 years	58	73.4138	10.75898		0.022
	7-9 years	34	73.0882	10.13056	2,678	1-3 years > 15 years and above
	10-15 years	48	70.0000	10.17924		7-9 years > 15 years and above
	15 years and above	132	69.1970	9.42017		

p < 0.05

As a result of the analysis, it was seen that there was a significant difference between the Judgments Concerning the Role of Women sub-dimension and the overall scale and the working period (*p* < 0.05). Accordingly, in the Judgments Concerning the Role of Women sub-dimension, the scores of the participants with a working

period of 1-3 years and 4-6 years were found to be higher than those of those with a working period of 15 years or more. Throughout the scale, the scores of participants with a working period of 1-3 years and 7-9 years were found to be higher than those of participants with a working period of 15 years or more.

Relationship Between Scale Sub-Dimensions and the Overall Scale

Table 8. Relationship Between Scale Sub-Dimensions and the Overall Scale (Correlation Analysis)

		General
Judgments Concerning the Role of Women	r	.572**
	p	0.000
Judgments Against Women	r	.839**
	p	0.000

These results show that there is a positive and significant relationship between the Judgments Concerning the Role of Women sub-dimensions and the overall scale (*r*: 0.572, *p* value: 0.000; *r*: 0.839; *p*: 0.000). That is, there is some kind of similarity or consistency between each of the subscales and the overall scale. For example, participants getting a high score in the Judgments Concerning the Role

of Women subscales lead to a high score on the overall scale.

Discussion

According to the research results, when the data obtained from the judgment scale on the role of women and the "judgments towards women scale" were examined, certain scores were obtained in the scales reflecting the

participants' general perception of women. The standard deviation values in these scales show how variable the participants' judgments are.

No significant difference was detected in the analyses based on gender, marital status and age, which shows that the participants' perceptions of women do not change depending on these factors. However, analyses based on education level revealed significant differences, especially in the "Judgments Concerning the Role of Women" sub-dimension and in the overall scale. It was observed that participants with undergraduate education had different judgments than participants with high school education. Similarly, significant differences were detected in the analyses based on working time; As the study period increased, there was a significant change in the participants' judgments about women.

Finally, correlation analysis results show that there is a positive and significant relationship between the Judgments Concerning the Role of Women sub-dimensions and the overall scale. That is, there is similarity or consistency between each participant's sub-dimension and the general scale. These findings emphasize that education level and working hours may affect perceptions of the role of women and that there is a consistent relationship between the scale subdimensions and the overall scale.

The findings of this study provide an important perspective to understand and evaluate participants' judgments about the role of women. Discussion of the findings may revolve around the following main topics:

-The findings reveal that there is a significant relationship between education level and the "Judgments Concerning the Role of Women" scale. It was observed that participants with undergraduate education had different judgments from those with high school education. This suggests that the level of education may affect individuals' perceptions of the role of women. It can be thought that individuals with higher education levels may have a more conscious and developed perspective in their thoughts on the role of women.

-The findings show that there is a significant relationship between working time and the "Judgments Concerning the Role of Women" sub-dimension and the overall scale. As the study period increased, it was observed that there was a significant change in the participants' judgments about women. This indicates that experiences in business life may affect participants' perceptions of the role of women. Perhaps it can be thought that individuals who work longer

have the opportunity to observe and experience more about gender roles in business life.

-According to the findings, no significant difference was detected based on gender, marital status and age. These results show that participants' judgments about the role of women do not change depending on these demographic factors. This may suggest that perceptions of the role of women in society are generally similar. However, more in-depth research on this subject may reveal differences in subgroups.

In conclusion, these findings suggest that perceptions of women's roles may vary depending on factors such as education level and length of employment. This study makes an important contribution to raising awareness about the role of women in business life and supporting efforts for gender equality.

Limitations

This research was conducted on people working in the private or public sector in TRNC. The study depends on the sources used in the research. The questions that are asked in this study are limited by the scales.

Declarations

Ethics Approval and Consent to Participate

The ethical approval for this research was provided by the Akdeniz Karpaz University ethical committee. The date for approval is 08/04/2025, and the approval number is AKUN-ETK-7/25.

Publication Permission

Not applicable.

Availability of Data and Materials

Not applicable.

Conflict Interest

The author declares that there is no conflict of interest in this manuscript.

Financing

Not applicable.

Authors' Contributions

EA and AY proposed the main idea of the research, reviewed and discussed the literature, contributed to drafting the article, and revised its content. All authors have reviewed and approved the final version of the article.

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