

Abstract:

Differences in Rewarding Innovative Ideas based on Gender in a Production Organization

Research Question (RQ): What kind of rewards do employees receive in company X and whether there are any differences in rewarding innovative ideas based on gender? Are there differences in the number and reasons for giving useful suggestions based on gender?

Purpose: The purpose was to determine whether gender is treated equally in rewarding.

Method: There were multiple hypotheses determined that were tested using quantitative methods through a questionnaire. A χ^2 test was used for statistical analysis, where gender was set as the variable.

Results: The company employs both genders and based on the given number of useful suggestions they feel strongly associated with the company. According to the results there are no gender differences in the causes for giving useful ideas, but there were differences in the number of useful suggestions.

Organization: Management can determine which employees give the most useful ideas on how to stimulate them further.

Society: Encourage individuals who have innovative ideas and to properly present them that has to be rewarded at all levels, even at the level of larger society, not just within a production organization.

Originality: Based on the reviewed literature, there is very little research done on innovation of women. As such, this will be a contribution to this field, to determine how to further stimulate women to convey a number of new, useful suggestions.

Limitations/Future Research: The study is based on four hypotheses and it was conducted in only one production organization and is not comparable in terms of size and diversity among production organizations. There is limited literature on this topic.

Keywords: employee, rewards, gender, motivation, encouragement.