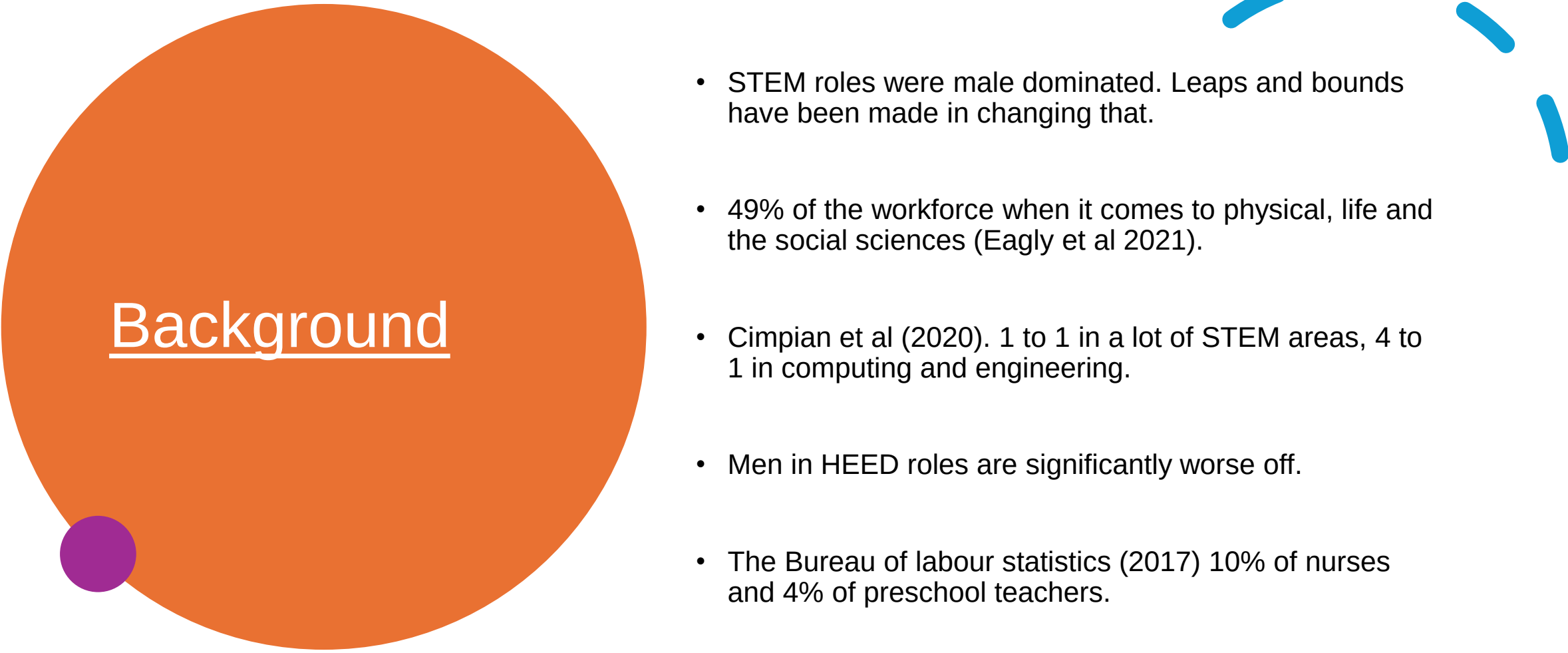




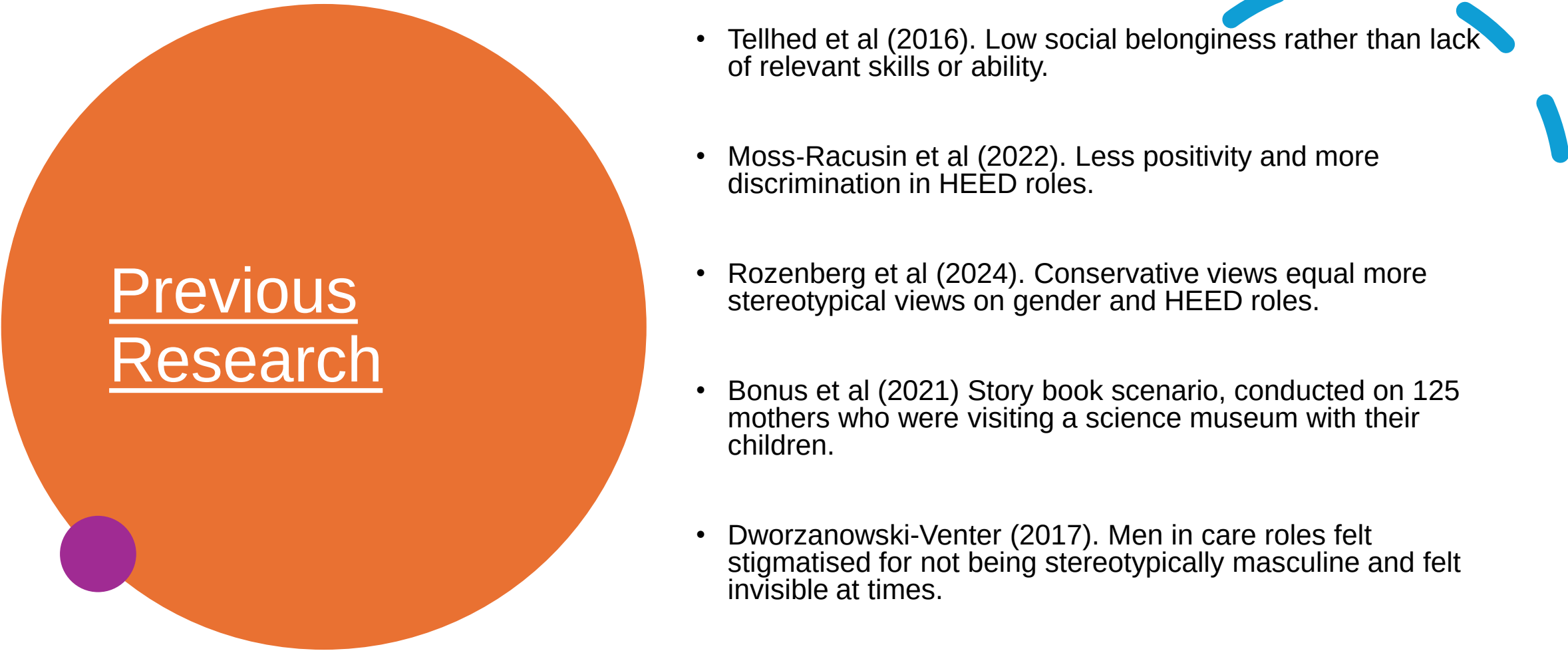
Exploring the effect of SDO and candidate gender on perceptions of job suitability in a HEED role.

By Thomas Jack Morgan



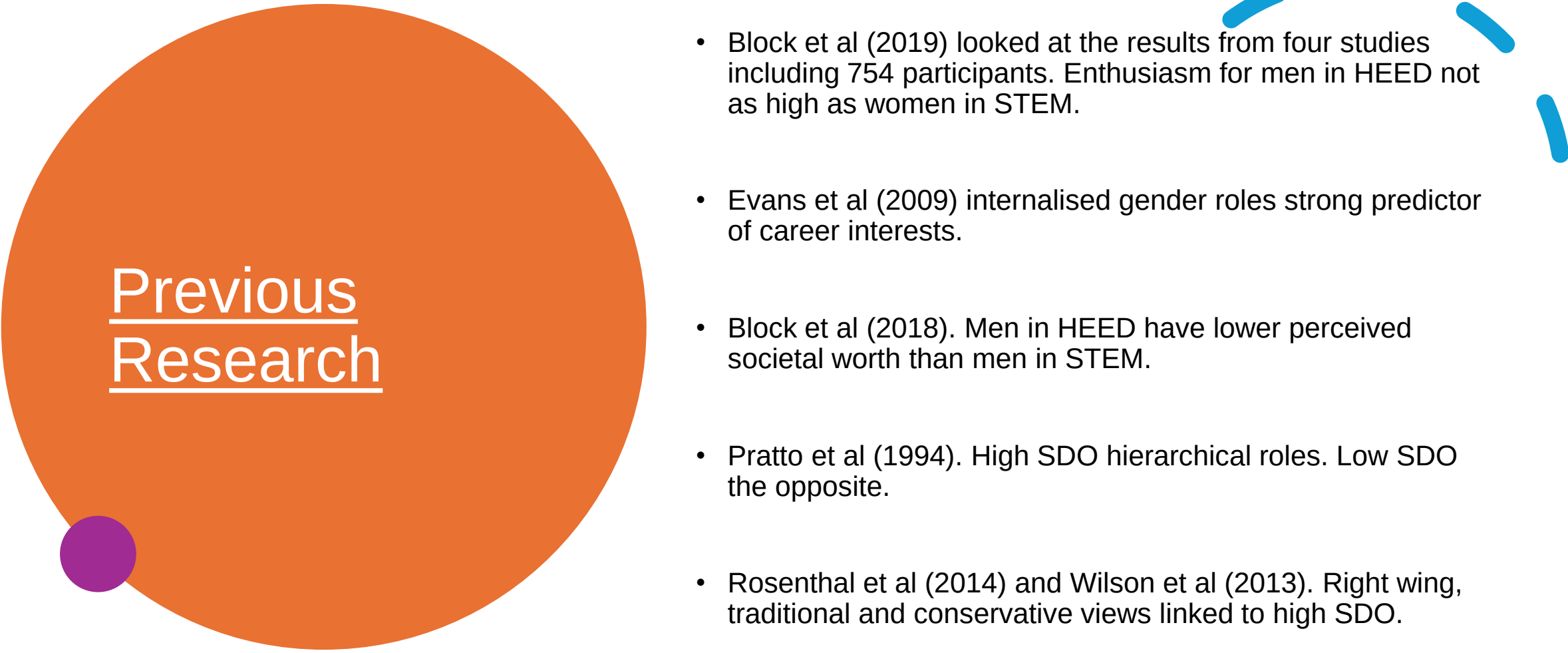
Background

- STEM roles were male dominated. Leaps and bounds have been made in changing that.
- 49% of the workforce when it comes to physical, life and the social sciences (Eagly et al 2021).
- Cimpian et al (2020). 1 to 1 in a lot of STEM areas, 4 to 1 in computing and engineering.
- Men in HEED roles are significantly worse off.
- The Bureau of labour statistics (2017) 10% of nurses and 4% of preschool teachers.
- Shapiro et al (2012). Not just the percentages but the drive appears different.



Previous Research

- Tellhed et al (2016). Low social belongingness rather than lack of relevant skills or ability.
- Moss-Racusin et al (2022). Less positivity and more discrimination in HEED roles.
- Rozenberg et al (2024). Conservative views equal more stereotypical views on gender and HEED roles.
- Bonus et al (2021) Story book scenario, conducted on 125 mothers who were visiting a science museum with their children.
- Dworzanowski-Venter (2017). Men in care roles felt stigmatised for not being stereotypically masculine and felt invisible at times.
- Kalokerinos et al (2017). Negative stereotypes made men feel uncomfortable and dissatisfied.



Previous Research

- Block et al (2019) looked at the results from four studies including 754 participants. Enthusiasm for men in HEED not as high as women in STEM.
- Evans et al (2009) internalised gender roles strong predictor of career interests.
- Block et al (2018). Men in HEED have lower perceived societal worth than men in STEM.
- Pratto et al (1994). High SDO hierarchical roles. Low SDO the opposite.
- Rosenthal et al (2014) and Wilson et al (2013). Right wing, traditional and conservative views linked to high SDO.

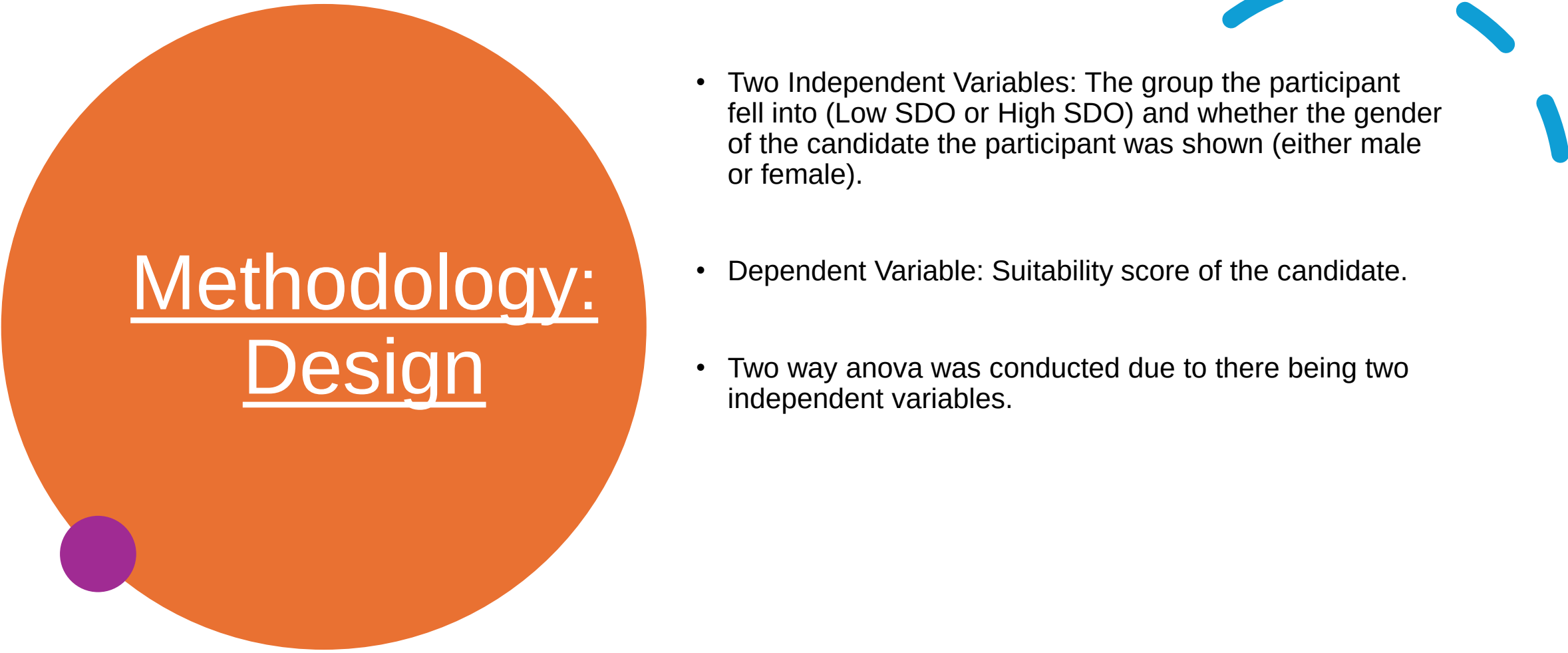


Reason For Study

- Mancus (1992). Male teachers present alongside female teachers at a young age leads to more egalitarian views.
- Apathy towards men in HEED roles.
- Highly internalised by men.
- Little progress made by men in HEED roles.
- Seems to be linked to more traditional views.
- SDO could be a helpful indicator.
- Sidanius (1994 and 2000). Men regardless of age, race and background seem to score higher than women in SDO.

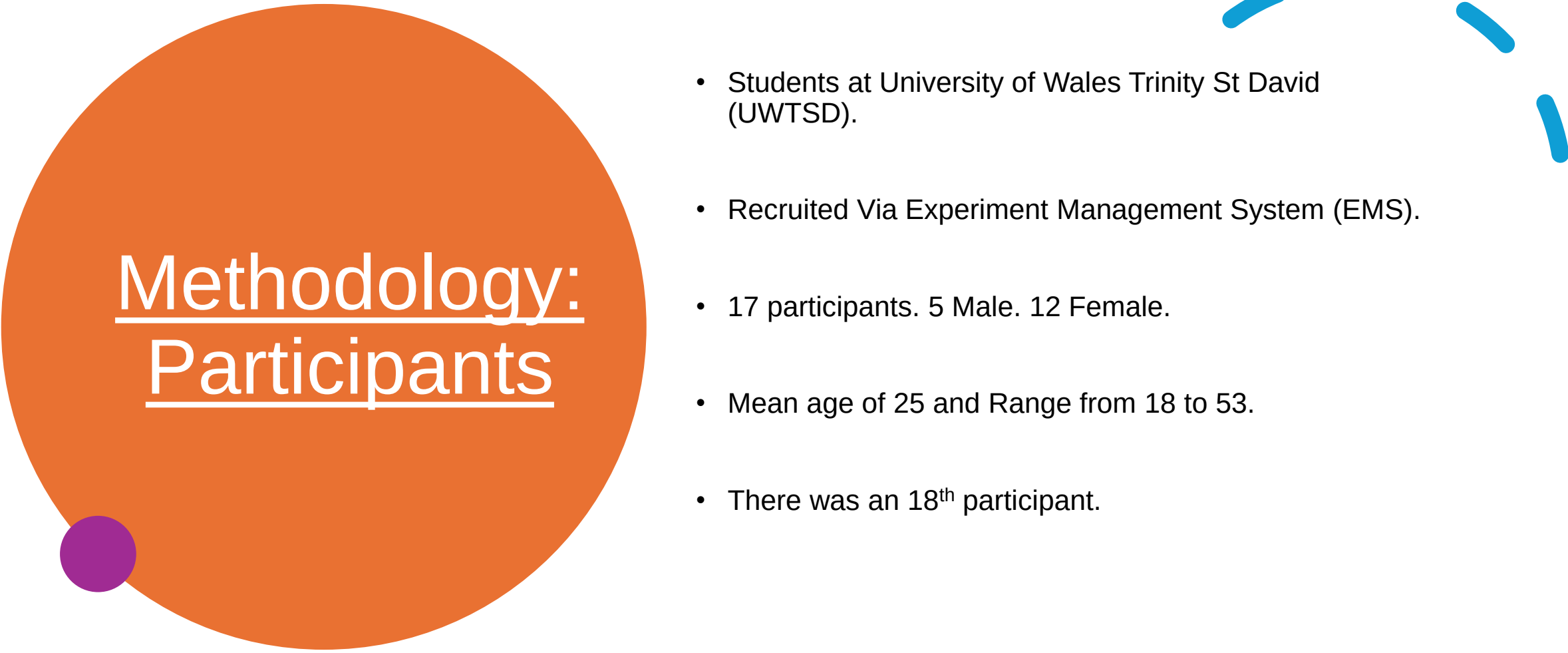
- To explore the relationship between SDO scores and gender bias in a HEED role.
- To act as a more up to date study in this area.
- Hypothesis: That individuals who show a higher level of SDO are more likely to show bias in assessing a candidate's suitability for a role based off that candidate's gender and the proposed role they are applying for.

Study Aims



Methodology: Design

- Two Independent Variables: The group the participant fell into (Low SDO or High SDO) and whether the gender of the candidate the participant was shown (either male or female).
- Dependent Variable: Suitability score of the candidate.
- Two way anova was conducted due to there being two independent variables.



Methodology: Participants

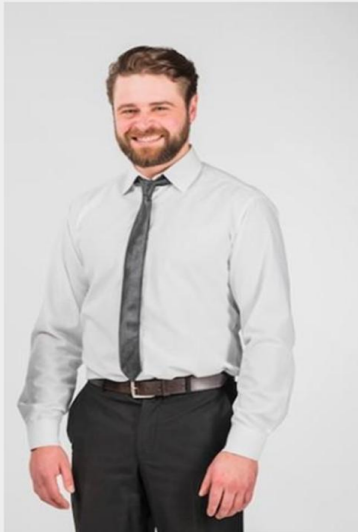
- Students at University of Wales Trinity St David (UWTSD).
- Recruited Via Experiment Management System (EMS).
- 17 participants. 5 Male. 12 Female.
- Mean age of 25 and Range from 18 to 53.
- There was an 18th participant.

Methodology: Materials and Procedure

Candidate: Jessica Smith



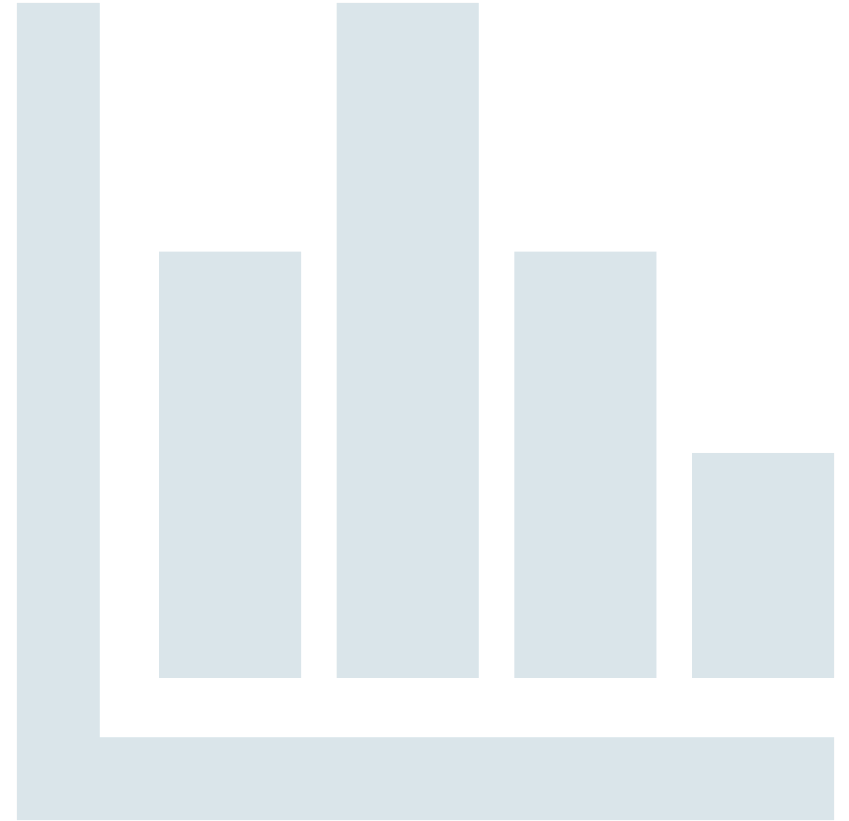
Candidate: Martin Smith



- EMS and Qualtrics.
- Information Sheet.
- Consent Form.
- Demographics Information Sheet.
- SDO7 Scale (Sidanius et al 2015).
- Suitability scale (Johnson et al 2010).
- Candidate images with accompanying profile.
- Study Debrief Sheet.
- SPSS for analysis.

Results

- Mean age of 25.
- Standard deviation of 8.22.
- 10 participants were shown the male candidate.
- 7 participants were shown the female candidate.
- 18th participant provided no data.
- 9 participants in the lower SDO group.
- 8 in the higher SDO group.
- Results of the ANOVA were 0.070.
- So $P > 0.05$. Not significant.



Discussion

- The findings would seem to go against the hypothesis made.
- Goes against existing literature Pratto et al (1994), Rosenthal et al (2014) and Wilson et al (2013).
- Results were not significant, but they almost were.
- In the low SDO group the mean total suitability score was 17.55 whilst in the high SDO group it was 15.75.
- Male participants rated the candidate lower in the suitability scale than the Female participants. This is in line with Sidanius (1994 and 2000).
- Lower SDO group were more likely to hire candidate based on profile than high SDO.

Discussion

- Almost significant findings could be due to limited sample size.
- Mean age of 25 is restrictive.
- Conducted specifically on university students who tend to be more progressive. As well as they were all UWTSD students.
- Sidanius et al (1994) which explored SDO scores from 1,897 people. All of these people were from different races, backgrounds, religions, financial situations and ages.
- Social desirability bias.
- Self reported. Reid and Inbar (2014) avoided self-reported means.

Discussion

- Previous research and this study together still suggest difference in men and women when it comes to gender views on their own place in HEED or STEM roles.
- Larger societal issue with men and stereotypically female roles.
- Rozenberg et al (2024) and Bonus et al (2021). Starts at home.
- Mancus (1992). Perpetuated at school.
- The fewer men in HEED, the less who want to go into it.
- The rarity of men in HEED leads to negative associations.

Discussion

- Very little progress has been made in terms of men in HEED roles.
- Men's own perceptions appear to be a large part of the issue.
- Women are actively encouraged to break gender norms.
- Men are not encouraged and at times feel punished or lessened by it.
- Further research into this area could help us to understand and break the cycle.

- This study taught me a lot about the topic area.
- Opened a new avenue of research and interest in it.
- Despite issues, a better understanding of the research process has been gained.
- Planning, organisation and keeping on top of the project is key.
- Difficult process and time-consuming process.

In Conclusion

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