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- Title of Presentation

Gender Difference on Internal Equity: Evidence from The Hospitality Industry In Ghana.

Presentation Summary

It is a hypothetical position that employees in the hospitality industry in Ghana experience salary disparities based on the gender of the employee. Pay disparities exist because of unconscious biases in areas such as hiring, promotions, performance reviews, and salary decisions. In ensuring, equal pay for equal work to fulfil the International Labor Organization (ILO) convention, this study investigated the internal equity pay of the employees in Ghana's hospitality industry base on equal work. This quantitative association study adopted a self-constructed research instrument to measure internal equity pay and randomly selected 350 respondents in the hospitality industry in Ghana to answer the research questionnaires. The respondents were made up of 160(46%) males and 190(54%) females. In looking for the significance difference of gender as related to internal equity pay of the employees in Ghana with a T'Test analysis, the study revealed that indeed there was a significant difference in the salary payment of the employees in Ghana. The males were paid higher than the females for equal work. Therefore, the study rejected the null hypothesis that there is no significant difference in internal equity pay based on the gender of the employees in the hospitality industry in Ghana. To ensure equal pay for equal work, the management and shareholders of the hospitality firms in Ghana are recommended to seek knowledge on the legal requirement of this principle in the Ghana Labor Law and also become compliant with ILO convention. Furthermore, conscious effort must be made to ensure equal pay for equal job.

Keywords: Gender, Equal Work for Equal Pay, Internal Equity Pay

- *A 50-word abstract suitable for printing in the final program*

The research clarifies the hypothetical position that employees in the hospitality industry in Ghana experience salary disparities based on the gender of the employee. To ensure that they attract and retain staff, management should reward their employees fairly from the time of hiring, through promotions and performance reviews.

Keywords: Gender, Equal Work for Equal Pay, Internal Equity Pay

- *A list of references/bibliography, which includes some sources published within the past five years*

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