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**Influence of Sex-Role Expectations on Perceived Work
Performance Among Employees in Multinational
Corporations in Nigeria**

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KEYWORDS Performance; gender; sex-role expectation; organization

ABSTRACT The study, which adopted ex post facto research design, investigated the influence of sex role expectations on perceived work performance. A total of three hundred (309) employees were drawn from two multinational corporations in Nigeria. In all, two hundred and five (205) were males representing 66.6%, while the remaining one hundred and nine (109) were females representing 33.7% of the total participants. Their age ranged between 19-58 yrs with a mean age of 31.40 yrs (S.D = 7.03). Two hypotheses were tested in the course of the study. The result obtained revealed that there was a significant difference between employees high on male expected characteristics and those low on male expected characteristics on perceived work performance, ($t(2, 294) = 2.339$; $P < .05$). However there was no significant differences between employees from Procter and Gamble and those from Fan Milk on perceived work performance, ($t(2, 294) = 1.517$; $P > .05$). Based on the outcome of the results obtained, conclusions were drawn and recommendations made with emphasis on the importance of employees' characteristics in selection and placement in organizations.