

**The Impact of Gender Difference on the
Power Distance between the Superior and
the Subordinates:**

A Comparative Study in Sri Lanka

By

**G. A. Kalum Ruvinda Disnaka
(MC/2369)**

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CERTIFICATION

I hereby recommended that the thesis was prepared under my supervision by G. A. Kalum Ruvinda Disnaka.

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Mr. K. H. Hemantha Kumara

Senior Lecturer

Department of Human Resource Management

University of Sri Jayewardenepura

K. H. Hemantha Kottawatta
Senior Lecturer
Department of Human Resource Management
Faculty of Management Studies & Commerce
University of Sri Jayewardenepura
Gangodawila, Nugegoda.
Sri Lanka


.....

Champa K. Batagoda
Senior Lecturer
Department of Human Resources Management
Faculty of Management Studies and Commerce
University of Sri - Jayewardenepura
Gangodawila
Nugegoda.

Faculty of Graduate Studies
University of Sri Jayewardenepura

Sri Lanka

2008

CANDIDATE'S DECLARATION

"I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any University; contains any material previously published or without by another person expect where due reference is made in the text"



.....
G.A.Kalum Ruvinda Disnaka
MC /2369

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ABSTRACT

Inequality is common phenomenon in any society. This is common in the human also. Some people in the society are bigger, stronger or smarter than the others. On the other context, some people have more power than the others. These inequalities between various areas have made many human problems in the society. Relationships between two people are determined by many factors. One of the major factors is the interrelationship of gender. Interrelationship is not a merely a relationship. It is depended on the power, especially power distance. This is true in any organizational context, as far as relationship between managers and subordinators in concerned. This study is focused to discuss the power distance between superior and subordinators in the Banking, the Telecommunication and the Manufacturing sector in Sri Lanka. Lack of theoretical and empirical knowledge on this research phenomenon in the local context as well as global context, how gender impact on the power distance between superior and subordinators in the Sri Lankan context is concerned as a problem of the study.

The major objective of the study is that find out the impact of gender differences on the power distance between the superior and the subordinators in the Banking sector, the Telecommunication sector and the Manufacturing sector in Sri Lanka. 240 superiors and 480 subordinators who were working in these three sectors were concerned as a sample and structured questionnaire was used to gather the primary data from the sample. In the questionnaire, 65 question statements for superiors and 84 questions for subordinators were given with five and three point scales. The SPSS 15 version and weighted value

scale were used to analysis the primary data. In addition to the quantitative analysis, five case studies relating to five cases were used to justify the finds of the study.

The major finding of the study is that all relationships, male superior & male subordinators, male superior & female subordinators, female superior & male subordinators, and female superior & female subordinators, remain on the low power distance. However, in the manufacturing sector, when superior is being a male, power distance is relatively low and when superior is being a female, then the power distance is relatively high. In the banking sector, superior and subordinator are being a same gender; the power distance is relatively same. Based on the above findings, the power distance between the superior and the subordinators on their gender is highly depended on the nature of the sector. The recommendation of the study is: organizations in these sectors have to maintain this power distance between these two parties.

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