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Opponent's report on the PhD dissertation

Doktoral student/Author: MEng. Tamila Arnanian-**Kepuladze**
Title of Doctoral Thesis: Gender Problems of Employment in the Gender Stereotypes Context
Study Program: P6208 Economics and Management
Supervisor: Assoc.Prof. PhDr. Milan Mikuláščík, Ph.D

I have reviewed and evaluated the submitted PhD dissertation as an opponent appointed by the Dean of the Faculty of Management and Economics at Tomas Bata University in Zlin, Czech Republic as of April 23, 2012. There I had the dissertation, summary of the doctoral thesis, and an outline of the opponent's reference.

a) Timeliness of the topic

It is a long journey of discovery, exploration and detailed analyses of methods to build prosperous companies. Employees are an important asset there. It is important to mention that there is equality between sexes in the developed countries. In spite of this fact, gender inequality in the employment sphere is a problem in many countries. After reviewing the dissertation I can conclude that the **topic of the** dissertation is **current** and up to date. The author outlines recommendations and suggestions related to this field of study.

b) Compliance with the objective

The author defines relevant thesis goals and research objectives. The research objective is to assess the impact of gender stereotypes in the employment sphere. The Ph.D. student has set the following main thesis objective - to define gender stereotypes, which always predetermine males' and females' behavior in the employment sphere.

To achieve the research goals, a series of tasks were undertaken by the PhD student, as listed below:

- Analyze the employment sphere under the influence of in-formal institution such as gender stereotype;
- Summarize the existing academic views related to this field of study;
- Define the basic principles of management with respect to gender specificity.

The objectives of the thesis are logically interlinked and accomplished, except for the cross-cultural aspect which is mentioned only marginally.

c) Methodology, selected method, results of the dissertation and the student's specific contribution

The first and the second chapter of this work offer theoretical basis. In the third and fourth chapters the author elaborates research methodology. She proposes one main hypothesis (Gender stereotypes ambiguously influence the employment sphere and working males' and females' behavior and perceptions do not always correspond to gender stereotypes) and three auxiliary hypotheses. The third hypothesis is very interesting. The questionnaire-based

quantitative research method was used to test the main and also auxiliary hypotheses. The questionnaire-based quantitative method contains two studies. The research sample included full-time staff (both women and men) in the education sphere and public health service system in Georgia and academic staff of a university in Georgia and the Czech Republic. I think that it was necessary to examine only one sample (I recommend only the staff in the education sphere), because that would allow a better generalization of the results of the dissertation. All this research is based on the theoretical methods such as abstraction, induction-deduction, analysis-synthesis, scientific classification and modeling methods. In spite of some imperfections, the methods selected are appropriate and used correctly. This study shows that there are essential differences in the perception of gender stereotypes and its influence on the persons involved as well as the others.

d) Results of the dissertation, the importance of practice and development of science

This research is focused on the study of the gender features in the employment sphere. I found the dissertation interesting, provocative and easy to read. I agree with the author's contribution to practice and education as well as with the results of the research. I can confirm that this dissertation is pushing the research in this field a step further. The author claims that every employee deserves individual approach and not to be judged by gender stereotypes.

e) Formal conclusion of the dissertation and language

The dissertation is presented in a clear manner, with explanation of the relevant terms. Findings and recommendations are standard. The dissertation is written in reasonably good English. I have noticed a few mistakes, probably due to translation.

f) Student's Publication Activities

I appreciate student's activity in this field of study.

g) Questions for the PhD student

The Ph.D. student claims that the research sample included full-time staff (women and men) in the education sphere and public health service system in Georgia and academic staff of a university in Georgia and the Czech Republic.

- What sampling method was used?
- Were the participants randomly chosen based on the likelihood such as simple random choice, or was it cluster, systematic or stratified selection, or did the Ph.D. student work with a non-random quota?

Conclusion

I have examined this doctoral dissertation written by MEng. Tamila Arnanian-Kepuladze entitled "Gender Problems of Employment in the Gender Stereotypes Context" for form and context as well as the summary of the doctoral thesis and publication activities. I have found that the work is written in compliance with generally binding legal regulations and competences in the field of economics and management P6208. The student demonstrated the ability for independent scientific and creative work. I **recommend** that the dissertation be accepted and agree that it may be presented for final defense. I suggest that in the case of successful defense, the student be awarded the academic degree "Doctor" ("Philosophiae Doctor", abbreviated as "Ph.D.") in the field of doctoral study P6208 Economics and Management.

Košice November 18, 2012