

SOCIAL SCIENCES

DIFFERENT NEEDS BY AGE AND GENDER DIFFERENCES IN THE COMPANY TOWARDS TQM AND HS

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Abstract

The efficacy of security and quality management practices in shaping organizational success is fundamental, yet its influence varies across different employee age groups and genders. This essay synthesizes scholarly literature to juxtapose the differential impacts of security and quality management practices on distinct age groups within the workforce. It highlights the significance of Total Quality Management (TQM) and Information Security Management (ISM) in enhancing organizational performance, emphasizing the varying preferences among age cohorts. Younger generations, such as Millennials and Generation Z, demonstrate a predilection for security measures, driven by their tech proficiency and reliance on digital interfaces. Conversely, older employees, including Baby Boomers and Generation X, prioritize quality management practices due to their experience and penchant for process refinement. However, the contextual relevance of these practices within industries and cultural frameworks warrants consideration, especially in highly regulated sectors like healthcare and finance. Similarly, the essay explores gender-specific disparities in the perception of security and quality management practices, citing research indicating differential priorities between men and women. Women tend to prioritize workplace safety, while men emphasize organizational asset protection. Studies also suggest gender variations in perceiving the impact of TQM, with women attributing higher significance to job satisfaction and organizational commitment. Nevertheless, the contextual nuances in different industries, particularly those with heightened safety concerns, necessitate tailored approaches in implementing security and quality management practices. Ultimately, organizations must factor in age and gender dynamics when devising strategies to ensure the relevance and effectiveness of these practices, meeting the diverse needs of their workforce.

Keywords: HSSE, Gender, Age, TQM

The positive impact of security and quality management practices is crucial for organizational success. However, the impact may vary depending on the age groups of employees in the organization. This essay aims to compare the positive impact of security and quality management practices on different age groups in the workplace, with references to scholarly literature.

Quality management practices, such as Total Quality Management (TQM), have been shown to positively impact organizational performance (Mehralian, 2013). TQM aims to improve quality, reduce costs, and increase customer satisfaction by creating a culture of continuous improvement. Security management practices, such as Information Security Management (ISM), are critical in protecting an organization's assets and minimizing risks. Both quality and security management practices are essential in creating a positive work environment and enhancing employee satisfaction and motivation.

Younger employees, such as those in the Millennial and Generation Z age groups, tend to place a higher value on workplace safety and security than older employees (Savolainen, 2016). This is because younger employees tend to be more tech-savvy and are more likely to use digital devices and online platforms in the workplace. As such, security management practices that protect against cyber threats and data breaches are critical for younger employees. A study by the Ponemon Institute (Institute, 2018) found that younger

employees are more likely to comply with security policies and procedures when they perceive that they are relevant and effective.

In contrast, older employees, such as those in the Baby Boomer and Generation X age groups, tend to place a higher value on quality management practices. Quality management practices that enhance product or service quality, customer satisfaction, and employee productivity are critical for older employees (Yang, 2017). Older employees tend to have more experience and knowledge, and they may be more interested in improving organizational processes and procedures to achieve better outcomes.

However, it is essential to note that the impact of security and quality management practices on different age groups may vary depending on the organization's industry and culture. For example, in highly regulated industries such as healthcare or finance, security management practices may be more critical for all age groups due to legal requirements and compliance issues.

In conclusion, the positive impact of security and quality management practices may vary depending on the age groups of employees in the organization. Younger employees tend to place a higher value on security management practices, while older employees tend to place a higher value on quality management practices. However, the impact may vary depending on the organization's industry and culture. Organizations should consider the age groups of their employees when designing and implementing security and quality

management practices to ensure that they are relevant, effective, and meet the needs of all employees.

The positive impact of security and quality management practices is critical for organizational success. However, the impact may vary depending on the gender of employees in the organization. This essay aims to compare the positive impact of security and quality management practices on different gender groups in the workplace, with references to scholarly literature.

Quality management practices, such as Total Quality Management (TQM), have been shown to positively impact organizational performance (Mehralian, 2013). TQM aims to improve quality, reduce costs, and increase customer satisfaction by creating a culture of continuous improvement. Security management practices, such as Information Security Management (ISM), are critical in protecting an organization's assets and minimizing risks. Both quality and security management practices are essential in creating a positive work environment and enhancing employee satisfaction and motivation.

Research suggests that there may be some differences in the perception of security and quality management practices based on gender. A study by Gatrell and colleagues (Gatrell, 2013) found that women tend to have a more positive perception of workplace safety, while men tend to have a more positive perception of workplace security. The study suggests that women may prioritize the physical safety of the workplace, while men may prioritize the protection of the organization's assets and intellectual property.

Another study by Alnaser and Al-Rjoub (Alnaser, 2017) found that gender differences exist in the perception of TQM practices in the healthcare industry. The study found that female employees perceived TQM practices to have a more significant impact on job satisfaction and organizational commitment than male employees. However, male employees perceived TQM practices to have a more significant impact on organizational performance than female employees.

It is essential to note that the impact of security and quality management practices on gender groups may vary depending on the organization's industry and culture. For example, in industries with high levels of workplace violence, such as law enforcement or security, workplace safety may be a critical concern for both genders.

In conclusion, the positive impact of security and quality management practices may vary depending on the gender of employees in the organization. Women may prioritize workplace safety, while men may prioritize workplace security. However, the impact may vary depending on the organization's industry and culture. Organizations should consider the gender of their employees when designing and implementing security and quality management practices to ensure that they are relevant, effective, and meet the needs of all employees.

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