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A case study of an all female workplace: The Coffee Crew

Ashley C. Henry

University of Rhode Island, ashley_henry@my.uri.edu

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A case study of an all women’s workplace: “The Coffee Crew”

Ashley Henry

Purpose
In today’s society, there are many different career paths and workplaces. Many workplaces have a mixture of both male and female employees, but there are workplaces that actually have an all female staff. The climate of a same-sex workplace and the different personalities are elements that influence how co-workers interact with one another on a daily basis. There is a lack of case studies examining all female workplaces. Therefore, this case study was used in order to provide others with some more information about an all female workplace. The study aims to observe and describe the common themes among female employees, their perceptions of workplace roles, and the overall climate of the organization. The case study also provides important information about and unique dynamics of an all female organization.

Materials and Methods

Survey Instrument:
The Eysenck Personality Questionnaire Brief Version (EPQ-BV)
Toru Sato (2010)

Survey Questions

RQ 1: How does a same-sex work environment impact organizational climate in terms of interdependence, dominance and authority, supportiveness, and relational identity?

*Assessed through interviews conducted with the organization’s employees

RQ 2: What is the relationship between self-reports of extroversion and self-perceptions of enacted female roles in the workplace?

*Assessed through The Eysenck Personality Questionnaire Brief Version: Factor Structure and Reliability (EPQ-BV) and the female workplace stereotype categories (sex object, mother, child, iron-maiden).

Materials and Methods

In order to conduct this case study, I conducted an interview and implemented a survey.

Interview Questions

Interview questions were created to assess the perceptions of the workplace climate in terms of (Folger, Poole, Stoutman, 2013):

- Interdependence – need each other to accomplish some type of relational goal, rely on one another
- Dominance and Authority – amount of authority in the relationship, distribution of control and amount of respect
- Supportiveness – respect in the organization, climate of openness, commitments and investments to others, high or low degrees of supportiveness
- Relational Identity – membership to a relationship, the self-esteem or self-identity associated with the relationship

Survey Results

4 Roles of Women in this Workplace
- Sex Object
- Mother
- Child
- Iron-Maiden

Basic Demographics
- Total Participants: 16
- Sex of all participants: Female
- Age Range (years): 16-28
- Average age: 21 years old
- Years of Experience: 5-14
- Average Experience: 4.28 years

Conclusion

Stereotypical Female Roles
- Average age within the organization is twenty-one years old, but the majority of the women performed the mother role. The role emerges in this environment because it is necessary.
- Not one employee associated with the sex object role. Although this was expected, it is interesting to note that the same-sex environment eliminated this role completely. By not choosing the sex object role, it shows that the women were more concerned with their position in the job or their relationships with their co-workers rather than their appearance.
- The majority of the employees reported a high degree of extraversion as opposed to neuroticism.
- The employees who chose the iron-maiden role described themselves as outgoing, strong, and ambitious. Therefore, it is not surprising that most of the employees who chose iron-maiden had a high degree of extraversion.
- The majority of the workers who were older and had more years of experience at the organization chose the mother role. This could be because they feel they have more loyalty to the organization and the younger workers.

Climate
- The climate reflects the subjective reflections of employees in the organization.

Works Cited

