



GENDER AND ORGANIZATIONAL PERFORMANCE

(With special reference to SMEs in Kurunegala district)

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Entrepreneurship and Management*

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UWU/ENM/07/0018

Year 2010

ABSTRACT

Keywords: *SMEs, Gender, Male and Female Owner Managers, Male and Female Owned Firms, Performance*

SME has been recognized as a major source of global economic growth and employment and all entrepreneurs have been acknowledged to play critical roles for bringing their ideas and capabilities towards successful achievement of the SME development in the country.

In accordance with the past research findings it is clear that there are contradictory ideas about the gender and organizational performance. Therefore this research study attempts to identify whether there is a significant difference between organizational performance of male owned SMEs and female owned SMEs and identify which category recorded the higher organizational performance.

The sample consisted with 100 observations wherein 50 are male headed firms and 50 are female headed firms in Kurunegala district. Further primary data collected by using a structured questionnaire and Mann-Whitney test and descriptive analysis were used as tools for analyzing the data.

The results indicated that organizational performance appears to be significantly different in female owned SMEs and male owned SMEs as far as male owned SMEs are outperformed than female owned SMEs.