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A STUDY ON “SCHMOOZING: ENCOURAGEMENT OF NEPOTISM AND FAVOURITISM”

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Abstract - Networking and talking to people for making friendly connections is considered very important in today's corporate world. Employees are the centre of attraction of every organization and many a times they try a lot of means to be good and build very wide and big network circle. But very often we see women facing nepotism at workplace. This study is conducted with an objective to understand the consequences faced by women by keeping Glass Ceiling effect in mind which prevent women to reach the top rank because they could not socialize properly as compared to men in the organization and know how schmoozing could be a disadvantage for advancement at work. The study is based on the survey of employees from different organizations around the globe. The study will reveal how people are still embedded in traditional approach and how schmoozing makes and brings difference in the career. Keywords: friendly connections, women face nepotism at work place, Glass Ceiling effect, schmoozing could be a disadvantage for advancement at work.

I. INTRODUCTION

In an organization we often see employees working together with an objective to attain organizational goals. The whole organization is designed in such a way that the organizational objective is attained. We have heard and learned about ethical practices of an organization which states that there should be fairness, compassion, integrity, honour and responsibility. But when we put an eye in the organization then we see that there are lots of things which a women face in their day to day life. We have seen in many of the organizations that there are lesser female participation in the top level management and the percentage of women keeps on declining as we move ahead to higher levels. This

“Schmoozing” is a very implicit term which is implied often but is not clearly said, and with this lights are shed on the Glass Ceiling Effect in which women are resisted to reach the top level management. Many a time's women are not promoted to top rank because of the schmoozing issue such as they are unable to socialize in such a way as a male employee can.

It is very important to have people and employees who are not biased and treats men and women equal without any partiality because of nepotism or favouritism. As we see in organization many employers are biased and prefer less productive or less skilled workers due to nepotism. This is a very bad conduct as this is the reason why female workers face Glass Ceiling.

According to me, Work Life Balance too is a terminology which creates mess and is a contradicting socially induced concept which focuses on female. This concept is embedded in traditional approach, as this topic focuses on women and states that they should maintain a balance between both of it as if a man is stated to maintain a balance between work and life then it is taken as a matter of laughter.

This study is to understand how schmoozing leads to nepotism and favouritism. This study mainly focuses on the fact that schmoozing helps men get ahead as it as a disadvantage for women's advancement and career growth which is reflected through online survey which is done across India during the Covid-19 pandemic. This paper focuses that if a man is under male bosses they are able to advance faster as they could schmooze very easily and women could lack in this stage as henceforth they are unable to get career advancement because nepotism and favouritism comes in the role and various factors which stops women to advance is lack of racism and sexism policy in organization encourages the biasness towards



women in the organization. This is to understand that employees at work force should be treated fairly and equally and should be promoted or advanced according to the skills and not on the basis of favouritism or compatibility. In this study I have framed questionnaire to get in depth knowledge of how organizations behave and get knowledge about the perception of people in order to know, what they think about the glass ceiling effect which almost 60-70 percent of women are facing in their working life. This is taken as a very generic topic and the survey is done among both male and female. Male members are surveyed to know what they think and how they will behave if they are in certain position of any organization and to know how their senior behave in such circumstance.

II. LITERATURE REVIEW

The aim of this article is to know how Schmoozing gives rise to the nepotism and favouritism in the work place as we could identify psychologically that men can socialize very powerfully with other men and women are less accessible and many of them say that they are not good in building relationship at workplace and many of them are unable to socialize after work which a man could do easily. In a recent study, it is stated “schmoozing with the manager at times could be very consequential for one’s career”.

Sachs, Andrea, TIME Magazine (28th of March, 2020) explains that in office or in an organization schmoozing is not just an idle chit chat rather it is a way of advancing your career. The vault Reports guide explains that the networking and schmoozing are two different things, it explains the how to be a good office politician, how to charm the boss and clients. It states everyone is worth schmoozing, it focuses on etiquette and states etiquette makes lots and lots of difference in getting ahead in the work place, etiquettes plays a very vital role in schmoozing and schmoozing helps in career growth.

McKinsey research data shows, a research of United States, where 48% of entry-level employees are women, but the counting of women falls to 38% at the middle level management, 22% at the C-Suite level, and 5% at the CEO level. This McKinsey data makes very clear for us to understand that at the entry level we have around 48% of women but at the CEO level that percentage declines to 5 which could be due to numerous reason and the man

reason could be the schmoozing in which they are not as good as other male employees. This states that the gender gap is there and it increases many a times and becomes promotion gap as well in which women are nit promoted as many men are.

Harvard business school (January, 2020), states our evidence was consistent with this: Male employees advanced further in the organization after they were assigned to male managers, relative to how they would have advanced if they were assigned to female managers. Two and a half years after the transformation, male employees who were promoted to male managers had roughly 13% higher pay, compared to the male employees who were mutated to female managers. This clearly states that the male managers advance in the organization when they are under male bosses and there is increment in their pay as well and are unable to advance in pay system when they are under female bosses as they schmooze well with male bosses. But in case of female bosses they treat both male and female employees equally without giving any preference to one gender.

Patricia L Wolleat and Thomas M Skovholt (December, 1978) emphasises that it is female’s attempt to balance work and life, as things were sorted that men are made to earn bread and butter and women are made to do household and are found in work which involves traditional female role (homemaking, teaching and nursing) with low pay and low status in past. In implications of present career socialization, it states that the women who works for self-fulfilment has to deal with home/career conflict. And women suppress the performance in many masculine sort of work in order to cope up with the conflict. Many women believe in performing the masculine task they will lose their femininity and thus doesn’t give their best and have so called “Fear of Success”, these sort of stereotyping of women and traditional thinking still is in the back of the mind of society.

In a recent research, by Craver Jack (March,2020), it is stated that Women and men still have very different career expectations which is demonstrated by a survey in which men expect higher pay than their female colleagues and mostly foresee to reach in apposition of leadership. But it is stated that gender gap becomes narrow when we go to the top level where we could say that ratio is almost same (i.e. 27% of women and 29% of



men. However it is stated that women believe that they will not get career advancement and they will stick at an entry level, administrative or clerical role. It is depicted; the main barrier which comes to female career advancement is the pregnancy. In a survey it is found that people delay having kids until they have established because they too believe it is an obstacle to career advancement. 63% of women don't want to have children at least till 30 while 15% of them say that they don't want to become apparent till 35, almost same 63% of men want to wait till 30 while 30% of men believe in not becoming a parent till 35. This research shows that women expect lower position and low compensation than a male member. All this is because till today society is embedded in traditional approach and women are always raised in a manner to please people, women are emotional labour could be stated here.

With this there arises a question which states, does a male employee schmooze with their bosses more if they are appointed under a male boss? The research answered a big Yes, the male employees share their breaks with their supervisor and this could probably the reason of promotions or increment and this could be the reason of encouragement of nepotism and favouritism. A research too showed that a male employee who smokes is much likely to be friendlier with his manager who is a smoker as they get time and create a bond in the smoking breaks as well. In this even the smoking benefits them in schmoozing. With this it is depicted, unlike male managers, female managers treat both men and women equally, thus they should be encouraged so that we could have fair treatment in the organization. We should try to create opportunities so that every employee could schmooze with each other, if men take smoking breaks and schmooze there, we should try and do something for women as well.

III. RESEARCH METHODOLOGY

This project is designed and carried forward with the objective to do survey on employees and to know whether male is preferred over female or not. For this survey, both the genders are surveyed to know their response and perception on schmoozing. The questionnaire was developed to gather responses and then to analyse it. The analysis is done using chi square test, Anova (SPSS) and pie charts are shown as well to make the understanding clear. Total of 50 employees were targeted with

sample limited to employees of the organization. In this total of 50 employees were surveyed to know their response and perception on the topic. In the end 48 employees responded out of 50 and all the 48 responses were analysed.

Descriptive Research

The research methodology is the method which is selected to do the research. The descriptive research is a research which focuses on survey and focuses on enquiries to find facts of different kinds. This is a method which is used to do survey to know and learn about the perception of people on the concept of schmoozing. In this facts are found and the present scenario is described. This is also known as Ex post facto research. In this researcher has no control over the variables, the researcher states and reports the happening in order to explain what has happened and what is happening. In this description is given about the cause.

This research methodology aims at describing the state of affairs as it exists. In this research I had no control over the variables as the definition states that the researcher has no control on variables. In this research I have tried to report what is happening and what the perception of employees towards schmoozing is and the objective is to know how women are treated in the organization Here I have tried to know the perception of people towards schmoozing. I have tried my level best to understand the cause of schmoozing.

SAMPLE SIZE

Sample size refers to number of items selected from an infinite universe to constitute a sample. During this research the target was to do sample survey on approximately 200 employees but due to this Covid-19 pandemic, it wasn't possible to collect all the responses through online medium but somehow gathered around 50 responses and carried my analysis forward with the collected responses. I did my analysis through SPSS and Chi square. In this analysis around 50 samples were collected randomly and are further analysed thoroughly to derive a conclusion.

SAMPLING METHOD

In this research simple random sampling method is used to collect the samples of employees across India. Simple random



sampling is a method which is fulfilled by selecting the employees randomly. This is a method through which we could select samples in a very easier way. In this stratified sampling is used and people of different age groups are selected with different demographic variables that is some are married while some of the samples are single. Here sampling is done for specific designated population of employees who are employed in several different organizations across India. In this research a small cluster of employees are analysed and surveyed and the analysis is carried with the help of Chi square and SPSS.

DATA COLLECTION METHOD

The data collection method begins once the research problem was identified and the research design was defined with reference to the topic. Basically researchers use primary and secondary data in their research project but in this paper I have used implicit research through which I referred to maximum of research papers available on the topic. Apart from this, I used primary research,

The data collection methods used for this research are:

- **Primary research:** The primary research is used to collect the primary data in this research paper. This is the descriptive research which is used to describe the problem of schmoozing and to find out the perception of employees on the gender biasness and occupational differenced in the organization, the data is collected to identify the significant impact of the belief. In this research hypothesis testing is used as well as the schmoozing topic is based on genders, the null hypothesis and alternate hypothesis was defined and then the analysis was done with 5% of significance value. In

this research the data was collected from employees through online survey, the questionnaire was framed on Google Forms and was circulated among all approachable employees through Whatsapp.

- **Empirical research:** The empirical research is the research in which we gather knowledge through measured and observed data. This is a research through which I have gained knowledge from actual research papers and experiences from it, rather than considering any thought or belief. This is a method in which the conclusion is drawn from the past evidence. In this research paper the data is gathered using quantitative and qualitative research to carry on the further analysis

IV. RESULT AND DISCUSSION

The data is analysed through several software which is taken one by one for the explanation purpose. The significance level of 0.05% is taken; I have taken confidence level of 0.95%. Thus if p value is less than 0.05% the null hypothesis is rejected and the alternate hypothesis is accepted.

Chi Square Tests

Chi Square test is done to check whether relationship exists or not, i.e. whether demographic variables (Age, Gender, Marital Status, Job experience) plays a role in number of promotions or not.

- **AGE:** First of all demographic variable (age) is used to check if any significant relation exists between age of surveyed people and the number of placements or not.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * NoP	48	100.0%	0	0.0%	48	100.0%

Age * NoP Cross tabulation

Count		NoP			Total
		1	2	3	
Age	1	31	6	0	37



2	3	5	1	9
3	0	0	1	1
4	0	1	0	1
Total	34	12	2	48

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	35.749 ^a	6	.000
Likelihood Ratio	19.769	6	.003
Linear-by-Linear Association	15.581	1	.000
N of Valid Cases	48		

The value of the Pearson Chi-Square test is .000, which is less than 0.05. This shows and reflects that the demographic variable which is age has clear impact on promotions. This is often seen that older employees often face stereotypes related to their age and always their learning potential and master in changes is questioned. Through this analysis it is made clear that stereotyping is still in its peak and

age very significantly impacts the number of promotions of employees and the older people do not get promotions as early as young people get in an organization.

GENDER: Gender is taken to know, if gender has an impact on number of promotion of employees.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * NoP	48	100.0%	0	0.0%	48	100.0%

Gender * NoP Cross tabulation

Count

		NoP			Total
		1	2	3	
Gender	1	12	10	2	24
	2	22	2	0	24
Total		34	12	2	48

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.275 ^a	2	.006
Likelihood Ratio	11.580	2	.003
Linear-by-Linear Association	9.614	1	.002
N of Valid Cases	48		

The value of the Pearson Chi-Square test is .006, which is less than 0.05. This shows and reflects that the demographic variable which is gender has clear impact on promotions. It is believed and is proven by many researchers women are less likely to be promoted and

through this, it is proven that gender plays a very vital role in promotion of employees and women are less preferred over male which clearly supports the schmoozing concept and makes it clear that it encourages nepotism and favouritism in the organization and



occupational differences too increases due to schmoozing.

- **Marital Status:** Demographic variable (marital status) is taken to know, if marital status has any impact on number of promotion of employees.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Marital Status * NoP	48	100.0%	0	0.0%	48	100.0%

Marital Status * NoP Cross tabulation

Count		NoP			Total
		1	2	3	
Marital Status	1	30	6	1	37
	2	4	6	1	11
Total		34	12	2	48

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.207 ^a	2	.017
Likelihood Ratio	7.635	2	.022
Linear-by-Linear Association	7.097	1	.008
N of Valid Cases	48		

The value of the Pearson Chi-Square test is .017, which is less than 0.05. It clearly states that marital status significantly impact number of promotions. Through this analysis it is proved marriage has very significant impact on women as for many of the women work life balance issues come in the scene, many of the women drop deliberately, post marriage

constraints comes into play for many and many more such reasons are there.

- **Job Experience:** Demographic variable (Job experience) is taken to know, if job experience has any impact on number of promotion of employees.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Job Exp * NoP	48	100.0%	0	0.0%	48	100.0%

Job Exp * NoP Cross tabulation

Count		NoP			Total
		1	2	3	
Job Exp	1	28	2	0	30
	2	4	6	0	10
	3	1	0	1	2
	4	1	4	1	6
Total		34	12	2	48



Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	33.694 ^a	6	.000
Likelihood Ratio	28.093	6	.000
Linear-by-Linear Association	19.002	1	.000
N of Valid Cases	48		

The value of the Pearson Chi-Square test is .000, which is less than 0.05. It clearly states that Job experience significantly impact number of promotions. This shows and reflects that the demographic variable which is job experience has clear impact on promotions. Through this analysis it could be concluded that Job experience plays a vital role in promotion. Promotion is generally given to those employees who have more experiences. However, there is always a debate on whether experience should be preferred or talent (skills) should be given priority. But through this analysis it is made clear that experience are valued in order to give promotions to employees.

SPSS (ANOVA)

While doing the analysis through ANOVA, significance level of 0.05% is taken. Out of four demographic variables, two are selected as age and job experience doesn't talk about number of promotions which can support my study. Basically the demographic variables which are selected are:

- a) Gender
- b) Marital Status

Through this I wanted to see whether gender and marital status plays a role in number of promotions or not.

• GENDER:

H₀: There is no significant impact of Gender on the Number of Promotions obtained in an Organization.

ANOVA - GENDER						
		Sum of Squares	df	Mean Square	F	Sig.
1. NoP	Between Groups	3.000	1	3.000	11.829	.001
	Within Groups	11.667	46	.254		
	Total	14.667	47			
2. Women stretch	Between Groups	5.333	1	5.333	7.360	.009
	Within Groups	33.333	46	.725		
	Total	38.667	47			
3. Women in top	Between Groups	1.021	1	1.021	1.845	.181
	Within Groups	25.458	46	.553		
	Total	26.479	47			
4. Lack at top	Between Groups	.188	1	.188	.167	.685
	Within Groups	51.792	46	1.126		
	Total	51.979	47			
5. Are compatible	Between Groups	.083	1	.083	.161	.690
	Within Groups	23.833	46	.518		
	Total	23.917	47			
6. Less effort	Between Groups	.021	1	.021	.017	.896
	Within Groups	54.958	46	1.195		
	Total	54.979	47			
7. Gossip freely	Between Groups	3.521	1	3.521	4.914	.032
	Within Groups	32.958	46	.716		
	Total	36.479	47			
8. Not sent field	Between Groups	6.021	1	6.021	5.330	.026
	Within Groups	51.958	46	1.130		



	Total	57.979	47			
9.High visibility	Between Groups	1.333	1	1.333	1.028	.316
	Within Groups	59.667	46	1.297		
	Total	61.000	47			
10.High expectation	Between Groups	1.333	1	1.333	.979	.328
	Within Groups	62.667	46	1.362		
	Total	64.000	47			
11.No racism policy	Between Groups	.021	1	.021	.024	.878
	Within Groups	40.292	46	.876		
	Total	40.313	47			
12.Trad Managers	Between Groups	.083	1	.083	.069	.794
	Within Groups	55.833	46	1.214		
	Total	55.917	47			
13.Introvert Women	Between Groups	.000	1	.000	.000	1.000
	Within Groups	70.667	46	1.536		
	Total	70.667	47			
14.Can't handle pressure	Between Groups	.521	1	.521	.382	.540
	Within Groups	62.792	46	1.365		
	Total	63.312	47			
15.Are stressed	Between Groups	.188	1	.188	.124	.727
	Within Groups	69.792	46	1.517		
	Total	69.979	47			

Variables whose Sig is > 0.05 we accept H_0

Variables whose Sig is < 0.05 we reject H_0

It is supported that gender plays a role in promotion. Point number seven and eight supports the fact that gender plays a significant role in number of promotion of employees.

- i. The seventh statement states, "In your organization, women use their ideas, views and gossip freely with their male boss and co-workers". In this statement the assumption is there is no significant difference between male and female employees when they gossip. In this the null hypothesis is rejected and alternate hypothesis is accepted which means there is difference between male and female employees when they gossip. And this goes in favour of schmoozing and states that men gossip freely with their bosses while women gossip differently. This clearly states that there is difference between male and female in the organization and it could be stated that male are compatible enough with their boss but female employees are not which could be due to the traditional embedded approach. And many of the traditional bosses are not comfortable with female employees and consider it as sensitive gender and they are much compatible in

terms of preference and interest areas with male employees.

- ii. The eighth statement states, "In your organization, women are not sent for field work due to family constraints". In this statement the assumption is women are sent for field work and there is no significant difference between genders. In this case as well the null hypothesis is rejected and alternate hypothesis is accepted which means women are not sent for field works. In terms of number and type of activities men and women take up, there is a significant difference in the gender role and this is what is called occupational differences and this is the major reason why women don't take sales personnel role. Field work is being out of the office, out of four walled room, when men and women move out and select their job on field there is significant difference in terms of types of job they select. Gender impact the job.

All other variables which are not less than 0.05, they don't impact gender and gender has no role to play in those scenarios.

• **MARITAL STATUS:**



H_0 : There is no significant impact of Marital Status on the Number of Promotions obtained in an Organization

ANOVA – Marital Status						
		Sum of Squares	df	Mean Square	F	Sig.
1.NoP	Between Groups	2.215	1	2.215	8.181	.006
	Within Groups	12.452	46	.271		
	Total	14.667	47			
2.Women stretch	Between Groups	.554	1	.554	.668	.418
	Within Groups	38.113	46	.829		
	Total	38.667	47			
3.Women in top	Between Groups	.027	1	.027	.047	.829
	Within Groups	26.452	46	.575		
	Total	26.479	47			
4.Lack at top	Between Groups	.009	1	.009	.008	.931
	Within Groups	51.971	46	1.130		
	Total	51.979	47			
5.Are compatible	Between Groups	1.278	1	1.278	2.596	.114
	Within Groups	22.639	46	.492		
	Total	23.917	47			
6.Less effort	Between Groups	1.136	1	1.136	.971	.330
	Within Groups	53.843	46	1.170		
	Total	54.979	47			
7.Gossip freely	Between Groups	.003	1	.003	.003	.955
	Within Groups	36.477	46	.793		
	Total	36.479	47			
8.Not sent field	Between Groups	2.151	1	2.151	1.772	.190
	Within Groups	55.828	46	1.214		
	Total	57.979	47			
9.High visibility	Between Groups	.361	1	.361	.274	.603
	Within Groups	60.639	46	1.318		
	Total	61.000	47			
10.High expectation	Between Groups	.000	1	.000	.000	1.000
	Within Groups	64.000	46	1.391		
	Total	64.000	47			
11.No racism policy	Between Groups	.023	1	.023	.026	.873
	Within Groups	40.290	46	.876		
	Total	40.312	47			
12.Trad Managers	Between Groups	.035	1	.035	.028	.867
	Within Groups	55.882	46	1.215		
	Total	55.917	47			
13.Introvert Women	Between Groups	1.586	1	1.586	1.056	.310
	Within Groups	69.081	46	1.502		
	Total	70.667	47			
14.Can't handle pressure	Between Groups	.443	1	.443	.324	.572
	Within Groups	62.870	46	1.367		
	Total	63.313	47			
15.Are stressed	Between Groups	.043	1	.043	.028	.867
	Within Groups	69.936	46	1.520		
	Total	69.979	47			

Variables whose Sig is > 0.05 we accept H_0

Variables whose Sig is < 0.05 we reject H_0

In this scenario the null hypothesis is there is no significant impact of marital status on

number of promotions obtained in the organization and it is rejected which clearly



states that alternate hypothesis that is there is significant impact of marital status on the number of promotions obtained in an organization is accepted. This is believed that there is gap in career of women at times; many of them drop out deliberately. Post marriage there is lot of constraints; the work life balance comes into play. Women are often discriminated in the work place through their life cycle which means that women are often discriminated through marriage and maternity, many organizations doesn't find is beneficial to recruit a married or pregnant women. If we see at the societal implications, when men get married and have kinds it is the golden opportunity for them to demand a salary rise but women face challenges in employment and the promotion is restricted with additional responsibility. We must not forget that this is not the whole story; women often face stereotyping which exacerbate workplace barriers and gender inequalities. It is often said women carry double burden but I believe it is more than two, she has to take care of kids, home, partner, in laws with their own career

and this is a big disadvantage to women as compared to men who could prioritise their carrier over every other thing.

V. SKEWNESS AND KURTOSIS

Analysis through Skewness and kurtosis is done in order to identify whether my data are normal or not as any data should be normal. It can't be non-normal. Skewness and Kurtosis is the graphical data sets to understand if the data is normal or not and states every data should be normal whenever it is plotted in nominal distribution graph. Skewness is basically of three types, the positive Skewness in which mean and median is more than mode and the tail is pointed more in right side, the negative Skewness are the Skewness in which mode is more than the mean and median and the tail is pointed in left side of the curve and the third one is symmetrical Skewness in which mean = median = mode. And the Kurtosis is of two types that is high kurtosis and low kurtosis. Further it is made clear through the tabular structure stating descriptive statistics below:

Descriptive Statistics										
	N	Min	Max	Mean	Std. Deviation	Varianc e	Skewness		Kurtosis	
	Statisti c	Statisti c	Statisti c	Statisti c	Statistic	Statisti c	Statisti c	Std. Error	Statistic	Std. Error
Gender	48	1	2	1.50	.505	.255	.000	.343	-2.089	.674
Age	48	1	4	1.29	.617	.381	2.559	.343	7.588	.674
Marital Status	48	1	2	1.23	.425	.180	1.331	.343	-.241	.674
Job Exp	48	1	4	1.67	1.038	1.078	1.437	.343	.756	.674
NoP	48	1	3	1.33	.559	.312	1.472	.343	1.322	.674
Stretch	48	1	4	2.17	.907	.823	.549	.343	-.300	.674
Top	48	1	4	1.77	.751	.563	1.039	.343	1.571	.674
Lack in top	48	1	4	2.52	1.052	1.106	.172	.343	-1.183	.674
Compatible	48	1	4	1.79	.713	.509	.696	.343	.642	.674
Less effort	48	1	5	3.35	1.082	1.170	-.554	.343	-.806	.674
Gossip	48	1	4	1.90	.881	.776	.989	.343	.623	.674
Field	48	1	4	2.52	1.111	1.234	.091	.343	-1.337	.674
High to men	48	1	4	2.75	1.139	1.298	-.113	.343	-1.516	.674
Expectation	48	1	5	3.00	1.167	1.362	-.168	.343	-1.115	.674
No policy	48	1	5	2.31	.926	.858	.664	.343	.454	.674
TradManager	48	1	4	2.04	1.091	1.190	.530	.343	-1.113	.674
Introvert	48	1	5	2.67	1.226	1.504	.174	.343	-1.025	.674
Pressure	48	1	5	3.19	1.161	1.347	-.297	.343	-1.186	.674
Stressed	48	1	5	2.85	1.220	1.489	.217	.343	-.972	.674



Valid N (listwise)	48									
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Here with the help of Skewness and Kurtosis it should be made clear that any data should be normal whenever it is plotted in nominal distribution curve. It can't be non-normal as it the data is non-normal it has maximum outliers which means extreme responses. Here the entire data falls between -3 and +3, this showcases that data are normal. My Skewness and kurtosis analysis of data shows that it is normal because research says if data falls between -3 and +3, it is normal data. We often need normal data because maximum responses are not outliers, they are closer to the mean value, and this indicates that the data is normal

VI. CONCLUSION

In this research paper, the analysis was done to find whether schmoozing has any effect on the career advancement of women, this was done to find out if schmoozing plays a role in encouragement of nepotism and favouritism. In this analysis part, software such as SPSS, Chi-square, Skewness and kurtosis and statistical tool (pie charts) are used to analyse the data.

Through Chi square it is found that all the four demographic variables (age, gender, marital status and job experience) has significant impact on number of promotions of women. Through ANOVA it is found that the seventh (women use their ideas to gossip freely with her male boss and co-workers) and eighth (in an organization women are not sent for field work due to family constraints) statement supports the fact that gender plays a role in promotion that is mostly men are promoted over women. And though marital status it is proved that there is significant impact of marital status of women on their promotion. This is believed that there is gap in career of women at times; many of them drop out deliberately. Post marriage there is lot of constraints; the work life balance comes into play. Women are often discriminated in the work place through their life cycle which means that women are often discriminated through marriage and maternity, many organizations doesn't find is beneficial to recruit a married or pregnant women. Apart from this all the statistical value of Skewness and kurtosis falls between -3 and +3 which is denoted as the normal data.

If we see at the societal implications, when men get married and have kids it is the golden opportunity for them to demand a salary rise but women face challenges in employment and the promotion is restricted with additional responsibility. We must not forget that this is not the whole story; women often face stereotyping which exacerbate workplace barriers and gender inequalities. It is often said women carry double burden but I believe it is more than two, she has to take care of kids, home, partner, in laws with their own career and this is a big disadvantage to women as compared to men who could prioritise their carrier over every other thing.

With this research, it could be concluded that gender significantly impact number of promotions of employees and marital status of women impacts number of promotion of women as well even though women gives their hundred percent to the organization. Here schmoozing comes into play and male employees are always preferred over female due to the implicit glass ceiling effect women are not promoted to top rank and it is believed that they could not socialize in comparison to male employees.

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