
The authors of this article conducted research in order to determine outside evaluators’ interpretation of gender, and the degree of masculinity associated with males and females at different employment stages within an organization. The researchers obtained usable data from 456 students (out of at total of 463) at Mississippi State University. These individuals came from the “introductory psychology classes,” of which “256 were men and 200 were women,” averaging 19.7 years old. The authors gave each participant a paragraph to read about a fake organization, in which each of the six different sets of paragraphs had different nouns or pronouns substituted in place for the variables X, Y, and Z. Such substitutions included either a male or female name for one variable, one of three different possible occupations for another variable, and one of three different numbers for the last variable. Based on the data collected, two out of three of the authors’ hypotheses came true. These two hypotheses dealt with the perceptions of masculinity with regards to “women in high levels of position or power” within an organization compared to their male peers of similar status, and in comparison to their peers who hold “lower levels of position or power” (522-523).

Overall, the authors appear relatively unbiased in their applications of the research and their use of prior researchers’ data. One of the more significant biased aspects communicated to readers considers that the data collected came from college students and not working men and women, therefore, showing the lack of experience in truly achieving 100 percent plausible conclusions. Ledet and Henley referred to another author in their article, Fagenson, who described that “participants perceived that masculinity was more about position within the organization than about gender,” which paralleled what Liff and Ward said in their article (524). Liff and Ward stated that men viewed women who held upper level positions to have “lost their femininity” (Liff 25). Alternatively, Smith did not explore the concept of women and masculinity, but determined that part of women’s authority comes from the structure of the organization. Overall, the article, as referenced in the article itself, dealt solely with outside evaluator’s perceptions of gender and masculinity in the workplace. The research up to this point has dealt with perceptions of sexism, but most of the other articles do not necessarily focus on outside perceptions.