Gender Aspects of "Subjectivity" in the Private and Public Spheres: Sociological Analysis

Svetlana Anatolievna Ilinykh, Mariya Vasilievna Udaltsova, Oksana Yuryevna Tevlyukova, Mikhail Vasilyevich Melnikov and Natalija Gennadievna Suchorukova

Novosibirsk State University of Economics and Management; ili.sa@mail.ru, merrymary999@mail.ru, casinda@yandex.ru, halkidon_n@list.ru, snfi@list.ru

Abstract

Background/Objectives: The article aims to examine the gender aspects of "subjectivity" that reveal themselves both in the private and public spheres of the sociological domain. **Methods:** interdisciplinary approach, comparative analysis and basis of theoretical sociology. The study is based on the main works and findings of Russian and foreign authors considering the analysis of gender practices and organizational culture. Questionnaires were used as an empirical method. The sample was formed using the statistical data according to the Russian National Classifier of Economic Activities. The sample included 1354 respondents. The article presents the findings of correlation analysis. **Findings:** The developed methodology enabled us to identify the influence of the style of management on self-satisfaction. In the public area, occur objective and subjective factors that have a significant importance for the satisfaction and fulfillment. The objective factors include gender and organizational culture. Such an indicator of organizational culture, as a style of leadership, has an effects on the self-satisfaction. The laissez-faire management style leads to dissatisfaction. Women show higher appreciation of the less authoritarian management. At the same time, young women are dissatisfied with a male boss, which complicates the implementation of subjectivity. Young men, like older men and women, on the contrary, enjoy the male leadership. This can be explained by a high degree of professional maturity. Communication with the boss is more important for women and young men. The forces guiding the company's development have the largest impact on the satisfaction and fulfillment of men. The company's philosophy and mission have a positive correlation with fulfillment only for young women. The satisfaction depends on organizational culture and gender – the agents of the public sphere, – which represents the novelty of the study. **Improvement:** The research results can be used in further work with private and public sociology and the sociology of gender.

Keywords: Fulfillment, Gender, Management Style, Men, Mission, Organizational Culture, Philosophy, Satisfaction, Subjectivity, Women

1. Introduction

The individual is experiencing a continuous influence of the private and public spheres. P. Werhane considers the private as the self. This is clearly proven by the dominance of the issues of fulfillment, self-determination in everyday speech.

In the public area person creates yourself as a spiritual, social, cultural and political essence. In private sphere individual has inherent potential, which influences his whole life, satisfaction, the ability to carry out its subjectivity. But at the same time, public area creates the conditions for implementation inherent potential of subjectivity.

From the point of view of sociology important to explore what tool in public area can testify as a factor, which affecting the self-satisfaction and ability to realize his subjectivity.

Self-satisfaction should be interpreted as a personal assessment, evaluation of the quality of life and objective and subjective conditions of his life. In the public area, occur objective and subjective factors that have a significant importance for the satisfaction and fulfillment. In this article, we will not deal with the second factor and

focus on the first factor. The objective factors relate gender and organizational culture.

Organizational culture, as an agent of the public area, and the quality of it's constituent elements has a significant impact on satisfaction and a realization of the personality of it's inherent potential.

The relevance of the present study stems from the fact that there has been no research of such objective factors as gender and organizational culture. Moreover, the quotation of K.A. Abulkhanova-Slavskaya still remains relevant: "The sphere of scientific research and public life practices have ignored a huge reserve of activity – satisfaction, which is an extremely delicate mechanism of activity, both dynamic and reliable means of its formation. General evaluation of the results, depreciation of the results of work,... lack of flexible and precise criteria for evaluating the results by the society represent these "gaps", or vacuum of external conditions, which prevent the formation of flexible psychological mechanisms of human activity: satisfaction as a psychological source of their further activity"[1]. Also, K.A. Abulkhanova-Slavskaya draws our attention to the fact that "psychology saw the concept of activity as the central one, constantly highlighting the social efficiency of person's actions, while the notion of psychological outcome, and along with it the concept of satisfaction-dissatisfaction of the person, have not been studied, and researchers did not consider the criteria or methods of achieving them, when one person can feel satisfied and other would be totally dissatisfied"[1].

2. Concept Headings

Organizational culture as the agent of the public sphere and the quality of its constituent elements have a significant impact on a person's self-satisfaction and fulfillment. To understand the importance of this phenomenon, let us consider some of the approaches to its definition. W. Ouchi defines organizational culture as symbols, ceremonies and myths that inform the company's staff of important values and beliefs[2]. S. Michon and P. Stern define organizational culture as the totality of behaviors, symbols, rituals and myths related to the values shared in a company and which are passed to each member orally as life experience[2]. G. Hofstede believes that organizational culture in a broad sense is the collective programming of thoughts that distinguishes the members of one organization from another[3]. Thus, E. Sheyn considers organizational culture as a factor,

which may be used by chief to control and achievement of objectives[4]. T.O. Solomanidina considering the organization culture in socio-spiritual domain and makes special emphasis on the organization's mission[5]. Supporter of the phenomenological approach doesn't consider the organizational culture as a decisive factor for individual behavior, but as a factor influencing the perception of reality and group behavior[6]. The founders of the phenomenological direction of organizational culture research are P. Berger and T. Lukman[7].

The concepts considered above in one way or another enable us to detect the influence of organizational culture on person's self-satisfaction and fulfillment. For example, the values of the company, its traditions and mission can either positively or negatively influence the individual's subjective assessment of their satisfaction. The impact of organizational culture was most accurately defined by S.A. Ilinykh, according to which organizational culture as an objective and subjective phenomenon is considered in the unity of three aspects: firstly, as a complex system, secondly, as a "management entity" that defines the course of action, and thirdly, as the cultural framework where social reality is constructed[8]. Regarding the issue studied, the main factors determining self-satisfaction and fulfillment are represented by two aspects of organizational culture, namely that it is the "management entity" and the cultural framework of constructing social reality. Organizational culture as the "management entity" directly affects self-satisfaction and fulfillment of the company's employees through a set of its elements. In addition, the cultural framework of the organization develops a social reality which implicitly affects self-satisfaction. This social reality is influenced by a management style, socio-psychological climate, making people confident in their future, or on the contrary, creating uncertainty, the company's philosophy, etc.

If we consider the objective factor in the context of the impact public being on private being, the organizational culture can be interpreted as a form of social and personal ways of life and behavior. The processes of interaction and interpenetration of the public being to the private aspects such as satisfaction and self-realization are responsible for specific typological features and the quality of the individual.

The second objective factor affecting self-satisfaction and fulfillment is *gender*. We are going to consider gender in its socio-constructivist aspect (as in the works by C. West, D. Zimmerman[9], E. Zdravomyslova and A.A.

Temkina[10], O.A. Voronina[11], I. Hirdman[12], T. Lauretis[13], I. Reingardė[14], T. Rogers[15] and others.

Designing gender must be considered on two levels: macrosociological and microsociological. Macrosociological level affects the institutional sphere. Among the most important institutions gender designing is institute of education, socialization and the institute of labour. Microsociological level affects the consciousness of individuals[16].

Therefore, as pointed O.A. Voronina, the basis of gender research is not only to explore the features of the status, role and other aspects of the lives of men and women, but an analysis the hierarchy of authority, approved in society through gender roles and relationship[11]. The gender-based approach focuses not only on culturally determined differences between sexes, but also on "how cultural construction of these differences influences the social status of gender groups: position on the labor market, opportunities in politics, education, and others"[17].

I.S. Kletsina in the articles indicates that gender is a set of characteristics, including cultural. And these characteristics affect the behavior of women and men, their relationships. We agree with this point of view[16]. More information on gender psychology can be found in the work by Sh. Bern[18]. According to the methodology of gender studies, gender operates on macro and micro-social levels. On the macro-level gender hierarchically organizes the social system and, as E.A. Zdravomyslova and A.A. Temkina note, is one of the basic dimensions of the social structure of the society, along with the social class and age.

At the micro-social level, gender acts as the limit to subjectivity of the individual in the individual and social planes. We define subjectivity as a personal characteristic which allows one to realize their inner potential, to take part in a social activity a person is interested in and to play social roles that meet the person's current needs. However, it is gender and all forms of its manifestation that act as a stratification when implementing person's subjectivity. People cannot fully change themselves, use their professional and other kinds of abilities. At the same time, one is unlikely to relate his personal difficulties with the manifestations of gender, and this is one of the serious problems arising from the effect gender has on individuals.

Thus, gender significantly limits women and men's abilities to exercise their individual and social subjectivity,

which, as a result, affects the individual's self-satisfaction and chances to fulfill one's potential.

Let us illustrate the effect of such objective factors of the public sphere as gender and organizational culture on the phenomena studied by us with the findings of the empirical research.

3. Materials and Methods

The methodological basis of the research is described by basis of theoretical sociology, comparative analysis, and interdisciplinary approach. The study of self-satisfaction was carried out in Novosibirsk. The sample was formed on the basis of statistical data obtained for the Russian National Classifier of Economic Activities (NACE). The sample for the 95% confidence level and the confidence interval of 5% included 43 companies (1354 respondents). The study involved a two-stage selection procedure. At the first stage organizations were selected by a simple random sampling, at the second stage we resorted to the stratified and systematic selection of respondents.

Research tools: Each unit consists of factors indicating the presence of hidden gender. Data were analyzed using correlation coefficient with the Spearman's correlation coefficient.

Self-satisfaction and an *opportunity to fulfill one's potential* acted as indicators, which correlated with such variables as the *manner of the manager's addressing his subordinates* and his *management methods*, as well as *evaluation of the guiding forces*. The selection of variables was not random. The assessment of the future is influenced by the current condition of a person already experiencing the impact of gender. The gender of the boss more clearly determines the attitude of the respondents to him or her, depending on whether it is female or male, which also reveals some gender aspects. The manner of the boss's communication, in particular, interaction with subordinates seems to be neutral at a first glance. However, in reality, interaction of the boss carries implicit gender-specific features. The management styles and the guiding forces reflect not only certain characteristics of the top management, but also organizational culture.

4. Results

Inconstant "style of control" was investigated in two variants: a) connive style; b) authoritarian style. In the

research authors identified 4 groups of respondents, depending on age: up to 30 years (first), 30-39 years (second), 40-49 years (third), after 50 years (fourth). The level of significance of results is 0.01 and 0.05.

When we use the Spearman's correlation coefficient, we can see that the inconstant "connive style" and "the opportunity to achieve inherent potential" "self-satisfaction" has a *weak negative relationship* for the male respondents in first group [Table 1].

It may be noted that the female respondents of the first group have a *strong negative correlation* between the variables "the opportunity to achieve inherent potential" and "connive style".

As we can see, the potential and satisfaction are in a strong negative dependent on the connive style. It follows that employees need a clear guidance. Correlation with authoritarian style of control reinforce this conclusion.

Spearman's correlation coefficient represents a weak positive relationship inconstant "self-satisfaction" and "authoritarian style" for the first group of men. Women from the first group have a *weak negative relationship* of inconstant: -0.100. This means, that decrease authoritativeness leads to escalation women's satisfaction.

In the second group of respondents there is a weak negative correlation between the "opportunity to achieve inherent potential" and "authoritarian style": -0.210 for men and -0.182 for women.

For this group of respondents "authoritarian style" significantly limits "achieve inherent potential". Spearman's correlation coefficient for the third group of women 0.252 indicating a *weak correlation* inconstant.

For "satisfaction" and "connive style" for women from second group are in a weak negative correlation: -0.162. These data suggest that men and women from the first group feel uncomfortable and have no satisfaction when they use connive style in achieve their potential.

It's interesting to note that strict framework of authoritarian style negative impact on the opportunity to achieve inherent potential on men from first group and men and women from second group, and has no effect on

women from the third group. Satisfaction of women from the first group is reduced in an authoritarian style, and except for young men - increased.

Connive style and authoritarian style has negative impact on self-realization and satisfaction of all groups of respondents. The only exceptions are women from the third group, which has positive correlation between the opportunity to achieve inherent potential and authoritarian style and men from first group which experiencing contentment in the same style.

In general we can say that the style of control influence on private area as element of organizational culture and as the element public area.

Inconstant: *chief sex*. There are two aspects are considered "male chief", "female chief".

The man from first group has weak positive relationship between satisfaction and male chief: 0.162. Adult men (from 30 to 39 years) have a weak negative relationship between satisfaction and female chief: Spearman's correlation coefficient is -0.229. The man from fired group has weak correlation between female chief and satisfaction (0.250), the opportunity to achieve inherent potential (0.378). For the same group is marked a weak correlation between satisfaction and male chief: 0.260.

Women from the first group has negative correlation between male chief and opportunity to achieve inherent potential (-0.90), and satisfaction (-0.110). We can ascertain a negative relationship between inconstant of male chief and the and opportunity to achieve inherent potential. However, for the same inconstant has positive correlation relations in the female chief: 0.166 and 0.117.

Women from second group has positive correlations with the male chief: achieve inherent potential (0.196). Satisfaction of women from fired group increased in the case of male chief: 0.306. But the same group can't achieve inherent potential in female chief.

Thus, women from first group are not satisfied with the male chief. At the same time, men of the same group, and a men and women from the third group feel satisfaction.

Table 1. Correlation coefficients for "Assessment of the management's role"

Variables	Connive style		Authoritarian style			
Self-satisfaction	M1 GRP -0.346	F1 GRP -0.162	M1 GRP 0.157		F1 GRP -0.100	
Opportunity to fulfill one's potential	M1 GRP -0.132	F1 GRP -0.92	M1 GRP -0.162	M2 GRP -0.210	F2 GRP -0.182	F3 GRP 0.252

Perhaps this allocation is conditioned with high degree of professional maturity. This quality is evaluated by male chief and brings satisfaction.

Research results of connection inconstant "on the opportunity to achieve inherent potential" and male chief shows that women of different ages have different results. Here we have a hidden influence of gender, his veiled influence through public to private. The point is that women from first group often haven't opportunities to achieve inherent potential. Therefore, the male chief assess the capacities of young women critically and perceive them as non-professionals. But the women from second group are more actively achieve inherent potential for male chief because they have already proved their professional competence. It's the author's opinion gender is present in case when women from the third group negatively assess their opportunity to achieve inherent potential under the direction of female chief. Between women secretly developing a competitive relationship for leadership.

These same manifestations of gender, namely the aggravation of competitive relationships, we discover in the fourth group of men. And again here operates gender through a public to private. It's significant that the man next age group positive appreciate male and female chief. In this case, we can say that for the fourth men's group the severity of the competitive relationship was over, but women of this age are beginning to compete, accumulated professional knowledge and skills. In this case also has the effect of gender on the private.

Inconstant: *kind of chief contacts chief's modes.* As kind of chief contacts we considered a personal relationship chief with subordinates. As chief's modes we selected "criticism" and "dismissal". Kind of chief contacts and chief's modes reflect the influence of the public private as aspects of organizational culture. In first group of men there are weak correlation between opportunity to achieve inherent potential and personal contact chief with subordinates (-0.138), criticism (0.138), dismissal (0.155). Criticism of the chief has a positive impact on the satisfaction of mam from the first group (0.126). Last connection inconstant clearly reflects the fact that men from the first group are more preferred an authoritarian control style.

The authors found an interesting correlation with respect to the inconstant "dismissal". Dismissal have a positive effect on the state of satisfaction with the man from second group (0.258). The men from third group

show that the dismissal has negative impact on their ability to opportunity to achieve inherent potential (-0.258) and satisfaction (-0.236). Personal communication with chief has a positive impact on opportunity to achieve inherent potential and satisfaction to women from first group: 0.153 и 0.107. The same we can found in the second group of women: 0.185.

So personal contact with chief and has a positive impact on women and young men. Here we are again faced with public influence of gender on the private area. The authors found that the professional recognition is extremely important for women and young men. It can appear in the process of communication with chief. Criticism has a positive influence on the young men and a negative impact on adult men. In our opinion it's one of way gender expression. For adult men criticism is question to their competence, question to professional status. Here are involved gender roles and status system's, where professional has a leading role. Criticism appear painfully in the career advancement in the performance of gender roles. All of this can't have affect on implementation of the individual and social subjectivity.

Inconstant: company mairspring: strong headquarters and philosophy, mission. The company mainspring as a public element affects the private area through gender-sensitive.

Strong headquarters has negative impact on the opportunity to achieve inherent potential for men from first group (-0.146)[Table 2]/.

Table 2. Correlation coefficients for the "Assessment of the guiding forces of the company"

Variables	Strong headquarters	Philosophy, mission	
The opportunity to achieve inherent potential	M1 GRP -0.146	M3 GRP 0.613	F2 GRP 0.240
Self-satisfaction		M2 GRP 0.390	M3 GRP 0.402

Probably one reason is not obvious competition between the chief and the young men, who has activity, ambition, a high level of theoretical knowledge are perceived as the chief of potential contenders for his place. Therefore, artificially arise conditions when young persons can have only limited self-realization. The second reason may be related to higher levels of young personnel requirements. This is necessary for the formation of the relevant competencies and skills by chief. But young

people can perceive it as limited opportunities for self-realization in subjective form.

Men from second and third group have an average relationship "satisfaction" and the ideology of the company: 0.390 и 0.402. The same model is observed for the men from third group about "opportunity to achieve inherent potential" (0.613) and for the women from second group (0,240).

Thus, we can note a correlation predominantly in male group. For adult men an important place occupies philosophy and mission. These ideological elements also affect the opportunity to achieve inherent potential of women aged 30-39 years. Should be said that in this case there is the influence of the public area to the private area.

5. Discussion

The results of theoretical and empirical research allows to interpret the results in the following way. Subjectivity of the person can be empirically estimated by searching self-satisfaction and the opportunity to achieve inherent potential. Aspects of the public area affect subjectivity in its private manifestations.

- Anxiety women's group about their future is one of the indicators that the public acts on private gender area. This condition may be due to competition, and the general feeling of insecurity. Another indicator of the impact of the public to private is staff's dissatisfaction, when chief use connive style. Perhaps the staff needs more specific, strong headquarters to opportunity achieve inherent potential.

- If we talk about the authoritarian style, we can see that. If chief use the direction of an authoritarian style of control women's satisfaction decreases. It is significant that the influence of the public on private detected in the case where the chief is a man. It's reflected in the fact that the male chief control formed negative satisfaction for young women. This is due to the insufficient level of professional success of women. And in another case, the male chief make positive satisfaction in young men as well as men and women high age interval. Perhaps this allocation is conditioned with high degree of professional maturity. This quality is evaluated by male chief and brings satisfaction.

- Personal communication manager in a greater degree is important for women and young men. In general

we can say that the impact public on private in self-satisfaction area related with gender manifestations.

Philosophy and company mission correlated with condition of satisfaction in a men's group. Philosophy and company has an important role for adult men. These ideological elements also play a role on the self-realization of women aged 30-39 years. In this case, we can also talk about the impact on the public private.

6. Conclusion

Being in the area of private and public, the individual is closely related to these areas. The public area impact on opportunity to achieve inherent potential and satisfaction by gender and organizational culture. The private area have private subjectivity, the possibility of self-realization. The public area updates also self-satisfaction. It should be noted that neither the possibility of self-realization or satisfaction is not interpreted in the context depending on factors such as organizational culture and gender practices.

Our study showed that these objective factors impact of self-satisfaction and opportunity to achieve inherent potential. The impact of organizational culture on the investigated phenomena manifests itself when using different control style. For example, young men and women have discomfort in the opportunity to achieve inherent potential when chief use the connive style of control. They are also not satisfied. It's interesting to note that strict framework of authoritarian style negative impact on the opportunity to achieve inherent potential on young men and men and women 30-39 year, and has no effect on women 40-49 year from the third group. Satisfaction of young women is reduced in an authoritarian style, and except for young men - increased. All marked variations are explained by the hidden influence of gender.

We have revealed the dependence of satisfaction of men and women from the personal contact with the head. It is much more significant for women as well as young men. Criticism stimulating effect on young men and opposite effect on adult men. This reflects the gender-based manifestations, in our opinion. For adult men criticism is question to their competence, question to professional status. We believe that the criticism is associated with career advancement in the performance of gender roles.

Impact company mainspring on satisfaction

and opportunity to achieve inherent potential prove significant principally for men's groups . The philosophy and mission are positively correlated with opportunity to achieve inherent potential only with young women. In all the empirical examples, you we see how private effect on public. However, this impact is still not investigated in sociology.

Thus, we can say that many aspects affect on such complex phenomena as a satisfaction and the opportunity to achieve inherent potential, which, because of its hidden nature are beyond the individual's reflection. But nevertheless it's continuously affect the human condition and are not harmless.

Termination perspectives embody an aspect of subjectivity there are a strong stress factor of the individual.

7. References

1. Abulkhanova-Slavskaya KA. Moscow; MODEK: Voronezh: Moscow Psychological and Social Institute: Psychology and consciousness of an individual (issues of methodology, theory and research on a personality): selected psychological works. 1999.
2. Groshev IV, Emelyanov PV, Yuryev VM. Moscow: UNITY-DANA: Organizational culture. 2004.
3. Hofstede G. New York: Harper Collins Publishers: Cultures and organizations (software of the mind). 1994.
4. Schein E. Piter: St. Petersburg: Organizational culture and leadership: translated from English. V.A. Spivak (ed.). 2002.
5. Solomanidina TO. Organizational culture of the company. Moscow: OOO Journal Personnel Management. 2003.
6. Alvesson M. Kharkov: Publishing house of the Humanitarian Center: Organizational culture. 2005.
7. Berger P, Luckman T. The Social Construction of Reality. Moscow: Translated from English by E.D. Rutkiewicz. "Medium". 1995.
8. Ilynykh SA. The theory gender management. Ideas and Ideals. Scientific Magazine. 2012; 2(12):115-26.
9. West C, Zimmerman D. Publishing House: St.Petersburg: Dmitry Bulanin: Creation of gender. Anthology of feminist texts. Translations. E. Zdravomyslova, A. Temkina (ed.). 2000.
10. Zdravomyslova EA, Temkina AA. Social construction of gender. Sociological Journal. 1998; 3-4:171-82.
11. Voronina OA. Socio-cultural determinants of gender theory development in Russia and in Western countries. Social studies and Today. 2000; 4:9-20.
12. Hirdman Y. The gender system. T. Andreasen, et al. (eds.). Aarhus Univ. Press: Moving on New Perspective on the Women's Movement. 1991.
13. Lauretis T de. Bloomington: Indiana University Press: The technology of gender: theories of representation and difference. 1987.
14. Reingardė J. Heteronormativity and Silenced Sexualities at Work. Kulturair Visuomene. 2010; 1(1):83-96.
15. Rogers T. The invention of the heterosexual. Salon. 2012 January; 22.
16. Kletsina IS. St .Petersburg: Aletheia: Psychology of gender relations: theory and practice. 2004.
17. Barchunova TV. Selfish gender or gender asymmetry modeling in gender studies. Social Studies and Today. 2002; 5:180-91.
18. Bern Sh. St. Petersburg: Prime-Evroznak: Gender psychology. 2004.
19. Werhane P. The public/private distinction and the political status of employment. American Business Law Journal. 1996 December; 34(2):245-60.