

GENDER DIVERSITY ON EMPLOYMENT OPPORTUNITIES IN A SELECTED RESTAURANT IN QUEZON CITY

ABSTRACT

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KEYWORDS

*gender diversity; employment
opportunities; diversity
impact; organizational
inclusivity; workforce equity;
positive correlation*

ARTICLE ID

AASGBCPJMRA-B49106

This study explores the influence of gender diversity on employment prospects at Gerry's Grill and Cabalen in Quezon City. It examines how gender-related practices affect recruitment equity, employee satisfaction, retention rates, and access to training opportunities by capturing the experiences and viewpoints of both managers and employees. The research highlights the importance of fostering gender-inclusive workplaces to promote fairness and organizational effectiveness. By doing so, it seeks to encourage human resource practitioners, business leaders, and policymakers to recognize diversity as a strategic advantage in building stronger teams and enhancing overall performance. Fifty respondents, including managers and staff from Cabalen and Gerry's Grill in Quezon City, were purposively selected for the study. Data collection was conducted through online survey instruments. The collected data were analyzed using statistical techniques such as weighted mean, frequency, and percentage to effectively summarize and interpret the findings. Upon completion of data analysis, the researchers observed that most respondents agreed on several key issues, including the challenges posed by gender diversity that may affect employee performance and opportunities. Respondents also recognized the impact of gender diversity on employment aspects such as training and development programs, employee satisfaction and retention, and equity in hiring practices. Despite this, many respondents expressed concerns regarding their current wages and the adequacy of coaching and leadership development programs. Nevertheless, the majority reported satisfaction with their current job roles and indicated no significant work-related problems. The analysis demonstrated a robust positive correlation between gender diversity and employment opportunities, indicating that increased gender diversity within organizations is significantly associated with improved access to employment and career advancement prospects.

RECOMMENDED CITATION

Banzuelo, J., Biron, C. F., Celis, C. J., Combate, G., & Ibañez, T. (2025). Gender Diversity on Employment Opportunities in a Selected Restaurant in Quezon City. *Ascendens Asia Singapore – Bestlink College of the Philippines Journal of Multidisciplinary Research Abstracts*, 7(2), 115.