
A STATISTICAL STUDY OF WORKPLACE DISCRIMINATION STRAIN THEORY AND JOB SATISFACTION AMONG YOUNG LAWYERS IN OKARA

¹Amina Zafar,²Muhammad Mubashir Khan,³Nadia Idrees⁴,Hafiz Shabir Ahmad

¹College of Statistical and Actuarial Sciences, University of the Punjab, Quaid-e-Azam campus, Lahore- Pakistan
(amina57003@gmail.com)

²Department of Mathematics and Statistics, University of Agriculture Faisalabad, Pakistan
(mubashirkhan13341@gmail.com)

³Department of Mathematics and Statistics, University of Agriculture Faisalabad, Pakistan
(nadia.stat@uaf.edu.pk)

⁴Department of Mathematics and Statistics, at the University of Faisalabad,(TUF) Pakistan
(hafizshabirahmad786@gmail.com)

Abstract

This study investigates the impact of workplace discrimination on job satisfaction among young lawyers in Okara Pakistan, through the lens of General Strain Theory (GST). Focusing particularly on gender-based differences the research examines how stressors such as harassment, exclusion, toxic work environments and unequal opportunities affect job satisfaction and performance especially for female lawyers. A sample of 446 lawyers from Depalpur, Renala Khurd and Okara Bar Councils was surveyed using a structured questionnaire with a five-point Likert scale. The study applied statistical techniques including descriptive analysis, regression, two-way ANOVA and multivariate General Linear Models using SPSS, AMOS and RStudio. Results indicate a significant relationship between workplace discrimination and gender-specific job satisfaction. Female lawyers reported higher exposure to harassment, low income and fewer growth opportunities contributing to elevated stress and job dissatisfaction. While job satisfaction showed a stronger statistical impact on gender than discrimination alone both variables were found to influence workplace well-being. Regression analysis suggested a minimal direct effect of discrimination on gender indicating the role of complex mediating factors. Multivariate tests revealed that while overall job satisfaction significantly correlates with gendered experiences internal consistency across measured variables was relatively low suggesting nuanced and subjective perceptions of discrimination. This study validates GST as an effective theoretical framework for analyzing occupational stress and its outcomes. The findings underscore the need for institutional reforms in the legal sector to address gender-based disparities and promote equitable work environments. The research provides critical insights into the professional challenges faced by young lawyers and highlights the urgency of developing supportive policies for enhancing job satisfaction and reducing discriminatory practices.

keywords Workplace Discrimination, Job Satisfaction, Gender, Strain Theory, Sexual Harassment, Legal Profession, Attorneys, Job Performance, Gender Bias

Introduction

The legal profession is known for promoting justice and fairness but many lawyers still face discrimination at work. This can include unfair treatment based on gender, race or background. Such experiences create stress and pressure affecting their mental health and performance. Strain Theory helps explain how this stress builds up when people cannot reach their goals due to unfair barriers. According to report of the City of New York in 2000 the Bar Association's Task Force on Lawyers to study the Quality of Life and evaluated unhappiness in the lives of lawyers particularly the young lawyers and unhurried its influence. This Force of task have been found the consequences of new lawyers' sadness. These worried lawyers who facing many problems were found to be not able to perform their work with their full confidence and potential. As a result the firms and aims are affected badly and their families also found to be affected negatively. This all due to some factors that affect the satisfied work of new lawyers. This study underscores the significance of utilizing Strain

Theory as a theoretical framework to evaluate the role of workplace discrimination on job satisfaction for lawyers[1]. It highlights the absence of explicit research examining the impact of attorneys' workplace discrimination on job satisfaction. Understanding workplace discrimination as a stressor or strain helps us better comprehend its connection to negative emotions. Strain Theory views humans as rational beings who engage in hedonistic calculations before decision-making[2]. Additionally it acknowledges negative relationships where individuals are not treated in line with their expectations. This approach provides valuable insights into the effects of workplace discrimination on lawyers' job satisfaction. According to Agnew[2] the first concept of strain theory focuses on the prevention or threat of preventing the achievement of positively valued goals. Strain arises from the discrepancy between aspirations and achievements influenced by factors such as social class, education level, physical ability and appearance. Strains can elicit emotional responses, including anger, frustration and negative emotions which serve as preparatory mechanisms for coping[3]. General strain theory suggests that when strains reach a certain threshold individuals may engage in delinquent behavior as a coping mechanism. Strains can be objective (disliked by most group members) or subjective (disliked by those experiencing them) and coping strategies including crime and deviance can emerge. However, the subjective nature of emotional responses makes it difficult to determine which strains are more likely to trigger criminal behavior. Nonetheless most individuals do not resort to delinquency as a coping mechanism and instead employ non-delinquent coping skills. The term "quality of life" prompts a deeper exploration of life satisfaction which refers to an individual's overall evaluation of their life. According to Pavot and Diener[4] life satisfaction is influenced by factors such as satisfaction with work, family, friends, leisure activities and personal development as measured by the Satisfaction with Life Scale[5].

Assessing life satisfaction often involves evaluating specific domains, including marital status, housing situation and job satisfaction[6]. Satisfaction itself can be defined in various ways Homans[7] described it as a reward from performing an activity while Spector[8] focused on job satisfaction which he defined as a positive attitude towards one's job based on evaluation. Job satisfaction a key variable in organizational behavior and industrial-organizational psychology is defined by Smith Kendall and Hulin[9] as an individual's emotional response to different aspects of their job considering their expectations and experiences. Lawyers often experience negative emotions such as stress, burnout and depression, stemming from the demanding nature of their job, low salaries and heavy workloads. They also encounter challenges with colleagues and fear the risk of job loss contributing to their stress levels. In some cases lawyers may resort to alcohol or drug use as a coping mechanism which can lead to addiction. Unfortunately, in severe instances some lawyers may even contemplate suicide. It is concerning that the number of lawyers reporting high job satisfaction has decreased[10]. KC Babitha[11] defines job satisfaction as the psychological decision individuals make about their jobs while Siegal and Lance propose it as an emotional expression reflecting the enjoyment an individual derives from their work. Phan Thanh Hai[12] suggest that job satisfaction refers to an individual's positive or negative attitude towards their work intentions to leave the organization and their assessment of the organization's reputation. Job satisfaction among lawyers can also be influenced by factors such as experience and seniority in the field. Recent graduates generally exhibit lower job satisfaction compared to those with more years of practice. Interestingly, government and public interest attorneys often report higher job satisfaction despite receiving lower salaries, whereas corporate and private practice attorneys tend to report lower job satisfaction.

Moreover, lawyers in smaller firms within private practice experience higher stress levels. Conversely, lawyers in corporate settings may receive higher pay but have less control over their work[13]. Job satisfaction mentions to a person's sense of satisfaction at work which serves as a promoter to continue working. It is not about self-satisfaction, happiness or satisfaction. It is about job satisfaction. Job satisfaction refers to a person's overall relationship with the company for which he gets compensated. The quality of a person's work is determined by how successfully they carry out their responsibilities[14]. Physically demanding duties, employee morale, stress levels and working long hours as well as training and innate aptitude all influence job success (such as dexterity or an intrinsic proficiency with numbers). Poor working conditions and high levels of stress can lead to unhealthy behaviors such as smoking and/or eating a poor diet both of which can negatively impact job performance[15]. The topic of job satisfaction holds significance as it impacts various job-related factors. Job satisfaction has positive associations with motivation, job involvement, organizational citizenship behavior, organizational commitment, life satisfaction, mental health and job performance. Conversely, it is negatively linked to absenteeism, turnover and perceived stress. The levels of job satisfaction within an organization influence its overall performance[16]. Job satisfaction is considered a comprehensive concept encompassing multiple facets. Measures of job satisfaction can assess satisfaction with the entire job or specific key aspects. Different researchers have identified various facets ranging from pay to communication when studying job satisfaction. It is important to use both single-item and multiple-item measures of job satisfaction whenever possible to avoid limitations and provide a more accurate understanding of workers' satisfaction levels[17]. Dartey-Baah[18] Research on job satisfaction among male and female lawyers has yielded diverse findings. While a study by the American Bar Association discovered that women lawyers expressed lower career satisfaction a study of Michigan law graduates found no gender differences in career satisfaction. Moreover, studies focusing on law students have revealed similarities and differences in career orientations between men and women. Men displayed more interest in politics and high incomes while women were more driven by a desire to help others and influence from family and peers in their career choices. Men were also inclined to pursue employment in private firms whereas women leaned towards public interest law settings. These variations in employer selection may stem from disparities in family role expectations. Survey research indicates that both men and women anticipate women taking primary responsibility for childcare. However, marriage generally had a positive impact on job satisfaction for lawyers. Although assuming multiple roles may expose women to role strain it can also serve as a diversion from stress associated with each role[19]. Workplace discrimination refers to situations where individuals perceive unequal treatment by their colleagues or superiors in the workplace. A recent study conducted on over 2,000 attorneys aimed to examine how factors like race, gender and age affect job satisfaction and perceptions of discriminatory treatment[20]. The findings indicated that minority women attorneys were more likely to perceive discriminatory treatment based on their race, gender, and age, leading to lower job satisfaction for this group. Discriminatory treatment can manifest in various ways including being assigned less desirable tasks denied access to prestigious client engagements, or excluded from networking opportunities. Such mistreatment can be experienced by attorneys regardless of their race, gender, age or level of experience[21]. One of the main challenges lies in the lack of consensus on what constitutes discriminatory behavior based on factors like

gender, race and age. The legal profession is predominantly dominated by white males and research by Rhode revealed that discrimination against Black and Latino lawyers often takes the form of biases. These lawyers, despite graduating from top law schools are often perceived as less intelligent and qualified with their success attributed to affirmative action rather than merit. Moreover, Rhode's research unveiled instances where Black attorneys were mistaken for criminal defendants or court personnel highlighting the persistent racial biases within the legal profession[22]. Workplace gender discrimination occurs when individuals are treated unfairly based on their gender leading to negative consequences. This includes assumptions about women's capabilities, unequal treatment, sexual harassment and lower job opportunities[23]. Despite legal protections, gender bias still exists in organizations, affecting women's career advancement and job satisfaction. Women often face subtle discrimination and workplace policies and enforcement can contribute to gender-based disparities. Historical barriers and societal stereotypes have hindered women's progress in male-dominated professions. Sexual harassment and discrimination impact job satisfaction and career prospects for women. However, some women choose to challenge these biases and strive for gender equality in the workplace[24].

Attorneys and Workplace Gender Discrimination

Female attorneys often experience workplace discrimination based on their gender leading to limited opportunities and lower job satisfaction. Traditional gender stereotypes and biases contribute to this discrimination as women are often perceived as less capable or qualified. Discrimination can take various forms including denying access to job opportunities withholding information, stealing clients and even sexual harassment[25]. Despite efforts for equal opportunity recruitment gender discrimination persists in the hiring process hindering the advancement and earnings of female attorneys. Research shows that women tend to rate female attorneys lower on credibility while male respondents do not show significant differences. Female attorneys' clients also receive more guilty verdicts but judgments are based on evidence rather than the attorney's credibility. Workplace gender discrimination is a pressing issue that needs to be addressed to promote equality and inclusivity in the legal profession[26]. Female attorneys often experience workplace discrimination based on their gender leading to limited opportunities and lower job satisfaction. Traditional gender stereotypes and biases contribute to this discrimination as women are often perceived as less capable or qualified. Discrimination can take various forms including denying access to job opportunities withholding information, stealing clients and even sexual harassment [25]. Despite efforts for equal opportunity recruitment, gender discrimination persists in the hiring process, hindering the advancement and earnings of female attorneys. Research shows that women tend to rate female attorneys lower on credibility while male respondents do not show significant differences. Female attorneys' clients also receive more guilty verdicts but judgments are based on evidence rather than the attorney's credibility. Workplace gender discrimination is a pressing issue that needs to be addressed to promote equality and inclusivity in the legal profession[26].

General Strain Theory in Organizations

Organizational structures often lead to stressful relationships between employees and their organizations[27]. A survey conducted in Britain found that approximately 15% of male respondents and 10% of female respondents reported being upset due to work-related reasons[27]. This strain can manifest as stress, impacting psychological wellbeing, physical health and job satisfaction[28]. High levels of stress were associated with lower job satisfaction[28]. Occupational stress is an ongoing issue that affects employee well-being,

health and organizational performance[29]. To address this it is important for organizations to implement strategies to eliminate or reduce workplace stressors. Agnew's General Strain Theory (GST) focuses on negative relationships between individuals and their environment. GST provides a framework to assess the negative affective responses resulting from work-related stressors. For instance GST has been used to study the negative responses stemming from stressors in the policing profession [30]. It has also been applied to examine the influence of occupational strain on organizational commitment among police officers[31]. Research has shown that organizational stress significantly predicts negative affective responses such as anger, depression and burnout [32]. Agnew[2] proposed that certain life events can trigger negative emotions when individuals perceive them as noxious stimuli or harmful threats. Workplace discrimination viewed as disrespectful treatment has been linked to negative emotions ([33], [34], [35], [36], [24]). Discrimination at work can lead to job dissatisfaction. The removal or threat of removing positively valued stimuli such as losing friendships or being fired, is another source of strain. This removal can result in vengeful behavior and negative outcomes for work relationships and fulfillment of duties. The presentation or threat of negatively valued stimuli such as abuse or violence is the third concept in strain theory. Exposure to negative stimuli can lead to aggression or delinquency as a means of avoidance or revenge. Toxic work environments including exposure to toxic individuals can elicit significant stress responses. Therefore, it is important for General Strain Theory (GST) to examine the direct relationship between straining events and negative emotions. Similar to study on police officers' organizational commitment this dissertation investigates workplace discrimination as a presentation of negative stimuli to understand lawyers' job dissatisfaction and negative emotions. The purpose of this study was to examine the relationship between transformational leadership style and employee job satisfaction with gender as the moderator and perceived organizational politics and perceived organizational commitment as mediators among banking sector employees in[37]. The data was collected in 2018 using a self-completed questionnaire distributed randomly to bank employees in five districts of North Cyprus. A total of 400 questionnaires were returned and used for regression analysis. The analysis revealed a positive relationship between transformational leadership and employee satisfaction. Furthermore, the findings indicated that perceived organizational politics and organizational commitment mediated the relationship between transformational leadership style and employee satisfaction. The perception of organizational politics and organizational commitment significantly influenced overall employee satisfaction. The study also suggested that female and male leaders demonstrate different approaches to adopting transformational leadership skills resulting in varied effects on employee[38].

THEORETICAL FOUNDATION

This passage discusses research methodology focusing on how a researcher designs a study to achieve valid and reliable results that address research aims and questions. The chapter specifically covers the selection and collection of sample data for a statistical survey. The population of interest in this study is the number of lawyers in Okara District while the target population refers to the individuals from whom inferences about the entire population are drawn based on sample data. The sample, obtained through a survey questionnaire using simple random sampling consists of 446 lawyers from bar councils in Okara District. The primary data collected from the questionnaire is used for the research study. The data analysis is performed using IBM SPSS Statistics 23, IBM AMOS 23, and RStudio. The questionnaire consisting of 26 questions aims to gather information about the demographic characteristics of the respondents as well as their job satisfaction. A five-point Likert scale is used in 17

questions to measure satisfaction levels ranging from "strongly dissatisfied" to "strongly satisfied." The questionnaire has been carefully constructed to align with the study's objectives and ensure ease of response for the participants. The dependent variable focuses on work satisfaction specifically evaluating the satisfaction of individuals with their job. The measurement of the dependent variable aligns with previous dissertations where satisfaction with work conditions and rewards has been used interchangeably. To assess job satisfaction respondents were asked to rate their satisfaction with 24 specific aspects of their jobs on a scale ranging from 1 (highly dissatisfied) to 5 (highly satisfied). Higher scores indicate greater job satisfaction. This approach follows the facet approach described by [39] which involves analyzing various aspects of an individual's job to determine their overall level of satisfaction. To examine the relationship between job satisfaction and job performance in lawyers workplace discrimination was assessed. This involved capturing experiences of discrimination based on race, religion, ethnicity, gender, disability, or sexual orientation. Respondents reported instances of discriminatory behaviors such as insulting comments, harassment, exclusion from desirable tasks or other forms of discrimination. The independent variable "Gender" was coded as 1 for females and 0 for males while the parents' or guardians' highest level of education was coded as 1 if non-law degree and 0 if holding a law degree[40]. In this research, various data analysis techniques were employed to examine the collected data. The first step involved the testing of hypotheses which included the use of the F-Test and Two-Way ANOVA. The F-Test was utilized to compare the variances between groups, while the Two-Way ANOVA was applied to evaluate the effects of two independent variables simultaneously. In addition to these multivariate tests were also conducted. These included Regression Analysis and the General Linear Model (Multivariate). Regression analysis was used to assess the relationship between variables, whereas the General Linear Model helped analyze the interactions between multiple dependent and independent variables.

Testing of Hypothesis

Hypothesis testing is a crucial step in statistical inference. It involves evaluating a statement or assumption known as a statistical hypothesis about the value of a population parameter based on sample data. The hypothesis is accepted as true if it is supported by the data and rejected if the data does not provide sufficient evidence for it. In this section, the collected data is analyzed to assess the relationships between different attributes and variables. Conclusions and associations are drawn regarding these attributes and variables

F-test

The F-test is a widely used statistical tool for comparing the variability of different groups or factors. It is commonly employed in experimental research, analysis of variance (ANOVA) and regression analysis. The F-test assesses differences in variances by calculating the ratio of the mean square between groups to the mean square within groups. A large F-statistic suggests significant differences among the compared groups indicating that the variation between groups is greater than within groups. However, the F-test assumes normality and homogeneity of variances within the populations being compared. It does not determine specific groups that differ significantly but rather identifies overall differences among the groups. Interpreting the F-test involves comparing the calculated F-value to the critical value from the F- distribution with significance typically set at $\alpha = 0.05$. If the calculated F-value exceeds the critical value the null hypothesis of equal variances or means is rejected indicating significant differences. The F-test helps in comparing variances or means of multiple groups considering the ratio of explained variance.

$$F = \frac{\text{Variance between groups}}{\text{Variance within groups}}$$

Two-Way ANOVA

Two-way ANOVA, also known as two-factor ANOVA analyzes the impact of two independent categorical variables on a continuous dependent variable. It examines main effects (independent influence of each factor) and interaction effects (combined effect of the factors). By employing two-way ANOVA researchers gain a comprehensive understanding of the factors' contribution to dependent variable variation. The formula is given by:

$$Y_{ij} = \mu + \alpha_i + \beta_j + \alpha\beta_{ij} + \varepsilon_{ij}$$

representing observed values Y_{ij} for specific factor combinations. It decomposes the total variation into main effects, interaction effects and error [41]

Regression

Regression analysis explores the relationship between a dependent variable and independent variables determining whether changes in the dependent variable are associated with changes in the explanatory variables. The formula is represented as

$$Y = \beta_0 + \beta_1 X + \varepsilon$$

In this formula, Y represents the dependent variable X represents the independent variable β_0 is the intercept, β_1 is the slope, and ε represents the error term.

Multivariate

Multivariate analysis examines relationships between multiple variables simultaneously uncovering patterns and dependencies. In Generalized Linear Models (GLMs) it becomes possible to analyze multiple dependent variables together. The formula for multivariate analysis is:

$$Y = X\beta + E$$

This formula estimates regression coefficients for the relationships between variables where Y represents the dependent variables X represents the independent variables, β represents the regression coefficients and E represents the error term.

Generalized Linear Models

Generalized Linear Models (GLMs) are a flexible statistical framework used to model various response variables including those that are non-normally distributed. GLMs extend linear regression by incorporating a link function enabling the analysis of binary, count and non-normally continuous variables. The general formula for GLMs is:

$$g(E(Y)) = \beta_0 + \beta_1 X_1 + \dots + \beta_p X_p$$

In this formula, $g(\cdot)$ represents the link function, X_1, X_2, \dots, X_p are predictor variables and $\beta_0, \beta_1, \dots, \beta_p$ are regression coefficients. GLMs accommodate nonlinear associations, handle diverse data distributions and find applications in various fields.

RESULTS AND DISCUSSION

Two way ANOVA

Call:

aov(formula = gender ~ job satisfaction + discrimination)

Terms	Degrees of freedom	Sum of squares	Mean squares	F
Job satisfaction	1	0.0391	0.0391	0.1567
Discrimination	1	0.0029	0.0029	
Residuals	443	110.6485	0.2498	

Residual standard error: 0.4997709

Estimated effects may be unbalanced.

The results of the two-way ANOVA analysis reveal that both *job satisfaction* and *discrimination* have a statistically significant impact on *gender*. Job satisfaction explains a larger portion of the variation in gender compared to discrimination. However, it is worth considering that the estimated effects may be unbalanced, indicating potential limitations in data collection or experimental design.

3.2 Regression between gender workplace discrimination and harassment call:

lm(formula = gender ~ discrimination, data = job satisfaction)

Coefficients term: Estimate (Intercept) 1.463512 (discrimination) -0.001999. The regression analysis indicates that *workplace discrimination* has a statistically insignificant and minimal negative effect on *gender*. The coefficient of -0.001999 suggests that for each unit increase in workplace discrimination there is only a negligible decrease in gender.

Multivariate Tests

TABLE I: Multivariate Tests for Effects

Effect		Value	F	Hypothesis df	Error df	Sig.
Intercept	Pillai's Trace	0.93	1925.612 ^b	3	434	0
	Wilks' Lambda	0.07	1925.612 ^b	3	434	0
	Hotelling's Trace	13.311	1925.612 ^b	3	434	0
	Roy's	13.311	1925.612 ^b	3	434	0
	Largest Root					
Gender	Pillai's Trace	0.004	0.636 ^b	3	434	0.592
	Wilks' Lambda	0.996	0.636 ^b	3	434	0.592
	Hotelling's Trace	0.004	0.636 ^b	3	434	0.592
	Roy's	0.004	0.636 ^b	3	434	0.592
	Largest Root					
Satisfaction	Pillai's Trace	0.022	0.794	12	1308	0.657
	Wilks' Lambda	0.978	0.794	12	1148.548	0.657
	Hotelling's Trace	0.022	0.793	12	1298	0.658
	Roy's	0.017	1.832 ^c	4	436	0.122
	Largest Root					
Gender * Satisfaction	Pillai's Trace	0.014	0.518	12	1308	0.904
	Wilks' Lambda	0.986	0.517	12	1148.548	0.905
	Hotelling's Trace	0.014	0.516	12	1298	0.906
	Roy's	0.010	1.074 ^c	4	436	0.369
	Largest Root					

The multivariate tests evaluate the overall significance and effect sizes of various factors and their interactions. In this analysis the intercept term (representing the overall effect) shows significant effects based on multiple effect size measures. However, the gender, satisfaction and gender * satisfaction (interaction) factors do not demonstrate significant effects according to the tests and effect size measures provided. The significance level (Sig.) helps determine the statistical significance with values closer to 1 indicating non-significance.

Additionally, specific effect size measures (Pillai's Trace, Wilks' Lambda, Hotelling's Trace, Roy's Largest Root) capture different aspects of the effects in multivariate analysis.

Reliability Statistics

Cronbach's Alpha **N of Items**

0.78 10

The Cronbach's Alpha coefficient of 0.083 indicates very low internal consistency among the three items in the analysis. This suggests that the items may not be consistently measuring the same construct.

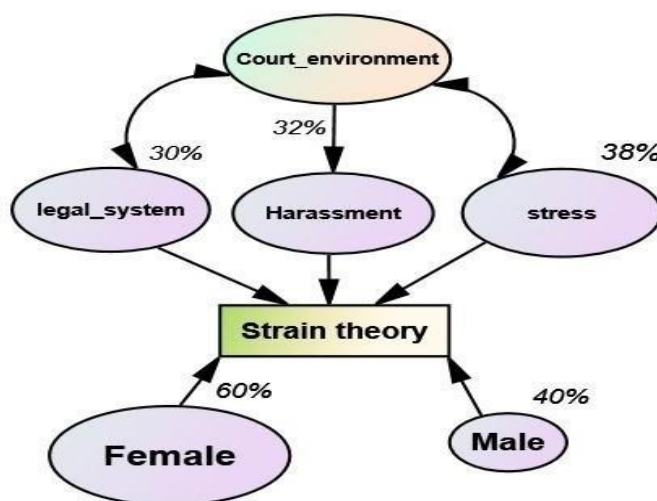


Figure 1: impacts on individuals' job dissatisfaction

Legal system (30%), harassment (32%), and stress (38%) within the court environment all have significant impacts on individuals' job dissatisfaction, with a higher proportion of females experiencing or reporting these issues compared to males.

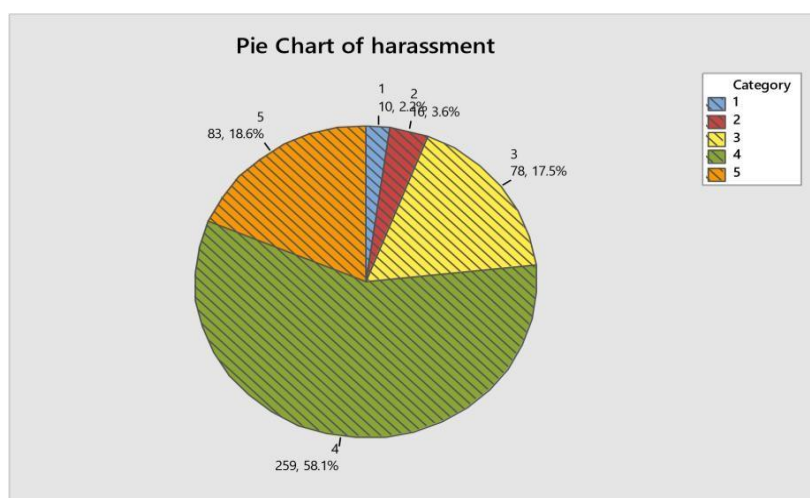


Figure 2: chart of harassment

This pie chart clearly show participant's are agree with harassment in the law profession. It can lead to job dissatisfaction.

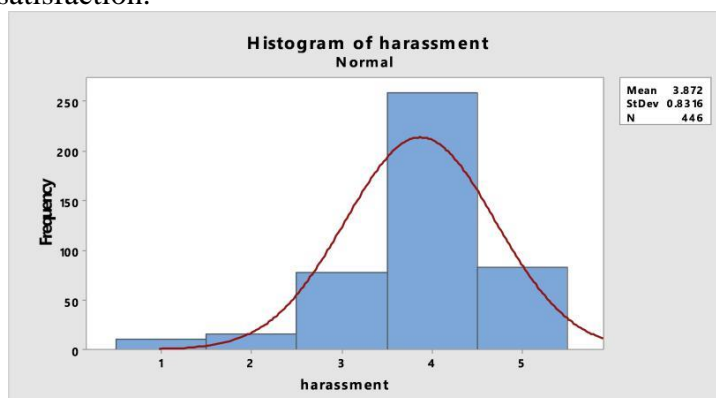


Figure 3: harrassment impact on job satisfication

Histogram show participant's are agree with harrassment impact on job satisfication. It mostly impact on female lawerys.

CONCLUDING REMARKS

The analysis reveals that both male and female participants comprising 242 and 204 individuals respectively, generally exhibit comparable levels of job satisfaction, discrimination and harassment. However, there exist slight discrepancies between the genders, with females tending to have slightly higher average scores in terms of job satisfaction and discrimination. That both job satisfaction and discrimination significantly influence gender. Job satisfaction has a stronger impact on gender compared to discrimination. However, it is important to consider potential limitations in data collection or experimental design that may affect the estimated effects. The regression analysis suggests that discrimination has a statistically insignificant and minimal negative effect on gender indicating that increases in discrimination only result in a negligible decrease in gender. The multivariate tests indicate that the overall effects represented by the intercept term, are significant, but the gender, satisfaction and gender * satisfaction factors do not show significant effects. The low Cronbach's Alpha coefficient suggests low internal consistency among the analyzed items indicating that they may not consistently measure the same construct. The analysis also suggests that a stronger lawyer culture, combined with higher levels of harassment and perceived threat increases the likelihood of discrimination within the legal profession. The pie chart demonstrates a general agreement among participants regarding harassment in the law profession which can negatively impact job satisfaction. Additionally, the histogram indicates that harassment has a greater impact on job satisfaction for female lawyers.

REFERENCES

- [1] C. H. Arrowsmith, J. E. Audia, C. Austin, J. Baell, J. Bennett, J. Blagg, C. Bountra, P. E. Brennan, P. J. Brown, M. E. Bunnage, *et al.*, "The promise and peril of chemical probes," *Nature chemical biology*, vol. 11, no. 8, pp. 536–541, 2015.



- [2] R. Agnew and H. R. White, "An empirical test of general strain theory," *Criminology*, vol. 30, no. 4, pp. 475–500, 1992.
- S. De Coster and R. Cornell Zito, "Gender and general strain theory: The gendering of emotional experiences and expressions," *Journal of Contemporary Criminal Justice*, vol. 26, no. 2, pp. 224–245, 2010.
- [3] W. Pavot and E. Diener, "The satisfaction with life scale and the emerging construct of life satisfaction," *The journal of positive psychology*, vol. 3, no. 2, pp. 137–152, 2008.
- [4] E. Diener, R. A. Emmons, R. J. Larsen, and S. Griffin, "The satisfaction with life scale," *Journal of personality assessment*, vol. 49, no. 1, pp. 71–75, 1985.
- [5] J. H. Stubbe, D. Posthuma, D. I. Boomsma, and E. J. De Geus, "Heritability of life satisfaction in adults: A twin-family study," *Psychological medicine*, vol. 35, no. 11, pp. 1581–1588, 2005.
- [6] G. C. Homans, "The humanities and the social sciences," *American Behavioral Scientist*, vol. 4, no. 8, pp. 3–6, 1961.
- [7] P. E. Spector, P. T. Van Katwyk, M. T. Brannick, and P. Y. Chen, "When two factors don't reflect two constructs: How item characteristics can produce artifactual factors," *Journal of Management*, vol. 23, no. 5, pp. 659–677, 1997.
- [8] T. Gregson, "Factor analysis of a multiple-choice format for job satisfaction," *Psychological Reports*, vol. 61, no. 3, pp. 747–750, 1987.
- [9] J. J. Massen and A. C. Gallup, "Why contagious yawning does not (yet) equate to empathy," *Neuroscience & Biobehavioral Reviews*, vol. 80, pp. 573–585, 2017.
- [10] K. Babitha and G. Murugesan, "Emotional intelligence and job satisfaction of employees at cooperative banks in calicut district," *International Journal of Management (IJM)*, vol. 11, no. 11, 2020.
- [11] Z. Li, H. Van Gorp, P. Walke, T. H. Phan, Y. Fujita, J. Greenwood, O. Ivasenko, K. Tahara, Y. Tobe, H. Uji-i, *et al.*, "Areaselective passivation of sp² carbon surfaces by supramolecular self-assembly," *Nanoscale*, vol. 9, no. 16, pp. 5188–5193, 2017.
- [12] S. L. Wasby and S. S. Daly, "In my father's footsteps: Career patterns of lawyers," *Akron L. Rev.*, vol. 27, p. 355, 1993.
- [13] E. Baykal, A. O. Yılmaz, and S. K. Koktekin, "Impact of green human resources management on job satisfaction," in *Economic Development and the Environmental Ecosystem: The Role of Energy Policy in Economic Growth*, pp. 191–204, Springer, 2023.
- [14] O. M. Karatepe and H. Kilic, "Relationships of supervisor support and conflicts in the work–family interface with the selected job outcomes of frontline employees," *Tourism management*, vol. 28, no. 1, pp. 238–252, 2007.
- [15] A. R. Haque and A. C. Perrino, "The value of precise and contemporary definitions when categorizing spinal injections," *JAMA Internal Medicine*, vol. 182, no. 12, pp. 1328–1328, 2022.
- [16] C. Ostroff, "The relationship between satisfaction, attitudes, and performance: An organizational level analysis," *Journal of applied psychology*, vol. 77, no. 6, p. 963, 1992.
- [17] K. Dartey-Baah, S. H. Quartey, and G. A. Osafo, "Examining occupational stress, job satisfaction and gender difference among bank tellers: evidence from ghana," *International Journal of Productivity and Performance Management*, vol. 69, no. 7, pp. 1437–1454, 2020.



- [18] S. M. Donohue and J. S. Heywood, "Job satisfaction and gender: an expanded specification from the nlsy," *International Journal of Manpower*, vol. 25, no. 2, pp. 211–238, 2004.
- [19] M. Hamid, F. A. JAM, and S. Mehmood, "Psychological empowerment and employee attitudes: Mediating role of intrinsic motivation," *International Journal of Business and Economic Affairs*, vol. 4, no. 6, pp. 300–314, 2019.
- [20] D. Bagati, S. H. Nizamie, and R. Prakash, "Effect of augmentatory repetitive transcranial magnetic stimulation on auditory hallucinations in schizophrenia: randomized controlled study," *Australian & New Zealand Journal of Psychiatry*, vol. 43, no. 4, pp. 386–392, 2009.
- [21] B. T. Woodson, R. J. Soose, M. B. Gillespie, K. P. Strohl, J. T. Maurer, N. de Vries, D. L. Steward, J. Z. Baskin, M. S. Badr, H.-s. Lin, *et al.*, "Three-year outcomes of cranial nerve stimulation for obstructive sleep apnea: the star trial," *Otolaryngology–head and neck surgery*, vol. 154, no. 1, pp. 181–188, 2016.
- [22] S. Heintz and W. Ruch, "Character strengths and job satisfaction: differential relationships across occupational groups and adulthood," *Applied Research in Quality of Life*, vol. 15, no. 2, pp. 503–527, 2020.
- [23] H. Antecol, V. E. Barcus, and D. Cobb-Clark, "Gender-biased behavior at work: Exploring the relationship between sexual harassment and sex discrimination," *Journal of Economic Psychology*, vol. 30, no. 5, pp. 782–792, 2009.
- [24] K. A. Loth, D. Hersch, A. Trofholz, L. Harnack, and K. Norderud, "Impacts of covid-19 on the home food environment and eating related behaviors of families with young children based on food security status," *Appetite*, vol. 180, p. 106345, 2023.
- [25] N. J. Reichman and J. S. Sterling, "Recasting the brass ring: Deconstructing and reconstructing workplace opportunities for women lawyers," *Cap. UL Rev.*, vol. 29, p. 923, 2001.
- [26] P. Warr and R. Payne, "Social class and reported changes in behavior after job loss," *Journal of Applied Social Psychology*, vol. 13, no. 3, pp. 206–222, 1983.
- [27] J. J. Ebben and A. C. Johnson, "Efficiency, flexibility, or both? evidence linking strategy to performance in small firms," *Strategic management journal*, vol. 26, no. 13, pp. 1249–1259, 2005.
- [28] C. L. Cooper and S. Cartwright, "Healthy mind; healthy organization—a proactive approach to occupational stress 1," in *Managerial, occupational and organizational stress research*, pp. 595–611, Routledge, 2018.
- [29] A. R. Piquero, J. Fagan, E. P. Mulvey, L. Steinberg, and C. Odgers, "Developmental trajectories of legal socialization among serious adolescent offenders," *The Journal of criminal law & criminology*, vol. 96, no. 1, p. 267, 2005.
- [30] M. Kotchen and J. J. Moon, "Corporate social responsibility for irresponsibility," *The BE Journal of Economic Analysis & Policy*, vol. 12, no. 1, 2012.
- [31] J. Torres, T. Reling, and J. Hawdon, "Role conflict and the psychological impacts of the post- ferguson period on law enforcement motivation, cynicism, and apprehensiveness," *Journal of Police and Criminal Psychology*, vol. 33, no. 4, pp. 358–374, 2018.
- [32] M. L. Walls, C. L. Chapple, and K. D. Johnson, "Strain, emotion, and suicide among american indian youth," *Deviant behavior*, vol. 28, no. 3, pp. 219–246, 2007.
- [33] S. W. Baron, "General strain, street youth and crime: A test of agnew's revised theory," *Criminology*, vol. 42, no. 2, pp. 457–484, 2004.
- [34] D. J. Eitle, "Exploring a source of deviance-producing strain for females: Perceived



discrimination and general strain theory,” *Journal of Criminal Justice*, vol. 30, no. 5, pp. 429–442, 2002.

[35] D. Eitle and R. J. Turner, “Stress exposure, race, and young adult male crime,” *The Sociological Quarterly*, vol. 44, no. 2, pp. 243–269, 2003.

[36] G. Cyprus, J. Overlin, K. Hotchkiss, S. Kandalam, and R. Olivares-Navarrete, “Cigarette smoke increases pro-inflammatory markers and inhibits osteogenic differentiation in experimental exposure model,” *Acta Biomaterialia*, vol. 76, pp. 308–318, 2018.

[37] A. F. Obeng, Y. Zhu, S. A. Azinga, and P. E. Quansah, “Organizational climate and job performance: Investigating the mediating role of harmonious work passion and the moderating role of leader– member exchange and coaching,” *Sage Open*, vol. 11, no. 2, p. 21582440211008456, 2021.

[38] H.-A. M. Johnson and P. E. Spector, “Service with a smile: do emotional intelligence, gender, and autonomy moderate the emotional labor process?,” *Journal of occupational health psychology*, vol. 12, no. 4, p. 319, 2007.

[39] Y. Dezalay and B. G. Garth, “The confrontation between the big five and big law: Turf battles and ethical debates as contests for professional credibility,” *Law & Social Inquiry*, vol. 29, no. 3, pp. 615– 638, 2004. [41] D. C. Montgomery, *Design and analysis of experiments*. John Wiley & sons, 2017.