

A STUDY OF GENDER, PERSONAL CHARACTERISTICS AND WORKPLACE CONDITIONS OF ACCOUNTING PROFESSIONALS OF SEKONDI-TAKORADI METROPOLITAN EDUCATION DIRECTORATE

Dr. Abdul-Jaleel Saani

Department of Education and Psychology
University of Cape Coast, GHANA
abdul-jaleel.saani@ucc.edu.gh
(+233) 24 9969938 / 20 9901444

Nuhu Alhassan

Directorate of Internal Audit
University of Cape Coast, GHANA
Nuhu.alhassan@ucc.edu.gh
(+233) 24 4475589 / 20 3166688

ABSTRACT

The purpose of the study was to investigate the status of women in the accounting profession in Sekondi-Takoradi Metropolitan Education Directorate (STMED) by examining the influence of gender on their personal characteristics and workplace conditions. The study adopted a cross-sectional survey design. The study population was 63 accounting staff made up of 59 staff and four directors. The census method was used to capture all the respondents. Questionnaire and an interview guide were the research instruments used. The qualitative data were analysed using thematic approach while the quantitative data were analysed using inferential statistical tools. Findings from the study show that gender has no meaningful effect on accounting staff personal characteristics. However, it has an effect on their workplace conditions. These differences between females and males in accounting-related jobs can be attributed to the Ghanaian patriarchal culture. It was recommended to the director of girl child education unit at the STMED and GES as whole to intensify and spread the awareness between families to believe that females can be seen in the high level positions and take the right decisions in accounting related professional jobs. This is because if the society is to develop, this starts with the family and how children are raised to have positive personal skills.

Keywords: Accounting professionals, Gender, Personal characteristics, Workplace conditions.