

**THE CHALLENGES FACED BY THE LGBTQ+ COMMUNITY AND THEIR
PRODUCTIVITY IN THE WORKPLACE**



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The University of Mindanao

An Undergraduate Thesis Presented to the Faculty
of College of Business Administration Education
University of Mindanao
Davao City

In Partial Fulfillment of the Requirements for the Degree
of Bachelor of Science in Business Administration
Major Human Resource Management

Donna Mae Abundo
Ara Mae Besiata
Manilyn Betonio

January 2024

ACCEPTANCE AND APPROVAL SHEET

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ACCEPTANCE AND APPROVAL SHEET

This research entitled **"The Challenges Faced by the LGBTQ+ Community and Their Productivity in the Workplace"** was prepared and submitted by Ara Mae Besiata, Manilyn Betonio, and Donna Mae Abundo in partial fulfillment of the requirements of Human Resource Research (BAHR 301) with the code 2499 under the College of Business Administration Education of the University of Mindanao is hereby accepted.

VICENTE SALVADOR E. MONTAÑO, DBA
Dean
College of Business Administration Education

1325-0123 (2024)


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Date of Final Defense: December 11, 2023



APPROVAL AND ENDORSEMENT

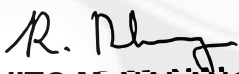
A thesis entitled "**The Challenges Faced by the LGBTQ+ Community and Their Productivity in the Workplace**" was prepared and submitted by Ara Mae Besiata, Manilyn Betonio, and Donna Mae Abundo. Mutate as their final fulfillment for the subject business research Business Research – Human Research Management (BAHR – 301).



NOREEN NATIVIDAD, MBA
Research Adviser

PANEL EXAMINERS

Accepted and approved after examination in final defense per the requirement in the Research Protocol of the College of Business Administration Education, University of Mindanao, Davao City.



RAMONCHITO M. NALANGAN, MM
Panelist



ARCHIE G. REYES, MBA
Panelist

ABSTRACT

The challenges faced by the LGBTQ+ community are informal discrimination as a form of harassment and other unofficial actions taken by supervisors or co-workers based on the factors affecting employment against them. Verbal harassment and property violence are cited as examples of these challenges faced by the LGBTQ+ community. Formal discriminatory refers to the intentional and systematic mistreatment of individuals or groups based on their protected characteristics. Furthermore, the employees' productivity in the workplace implied the absenteeism rate and workforce cost. These factors had significant effects on both the employees and the work environment. This study was conducted using a quantitative research design as mean, Spearman rho used as the statistical tools, and online survey through Google Forms was used as the sampling method strategy which the information was gathered using a survey questionnaire to achieve the researcher's aims. In addition, random sampling was used to draw data from the respondents who completed the said questionnaire. The examination of the data involved conducting a correlation analysis to look at the link between the factors of the challenges faced by the LGBTQ+ community and the employees productivity in the workplace. The results showed that the impact of the challenges faced by the LGBTQ+ community and the employees productivity in the workplace was frequently expressed, and had high overall means of 3.64 and 4.00, respectively. The correlation study results showed a substantial correlation between the two variables at the 0.0008 level (2-tailed), indicating that the challenges faced by the LGBTQ community and the employees productivity in the workplace had a significant positive relationship. Therefore, the data suggested that the challenges faced by the LGBTQ community had a huge impact on their productivity in the workplace.

Keywords: LGBTQ+ Community, Employees Productivity, Workplace, Informal Discriminatory, Formal Discriminatory, Absentism Rate, and Workforce Cost.

ACKNOWLEDGEMENT

The researchers would like to extend their sincerest gratitude and profound appreciation to the exceptional individuals who generously offered their expertise, time, and dedication to support this study's completion. Without them, the successful realization of this research would not have been possible.

First, to their research adviser, **Noreen J. Natividad, MBA**, who generously contributed their ideas, expertise, guidance, and support throughout this study.

To their research statistician, **Leomar M. Sabroso, MSAge** for analyzing and interpreting the gathered data.

To their research panelists, **Archie G. Reyes, MBA, and Ramonchito M. Nalangan, MM**, who offered helpful comments and good suggestions for improving this study.

To the **respondents** who are willing to invest their valuable time in participating herein without any coercion. To their **families**, for the financial and undying support, and for the guidance and prayers, which will be cherished forever. Lastly, thank the **Almighty Father** in Heaven, who has given the researchers the ability, protection, wisdom, and opportunity to conduct this study. All Glory and Honor belong to God.

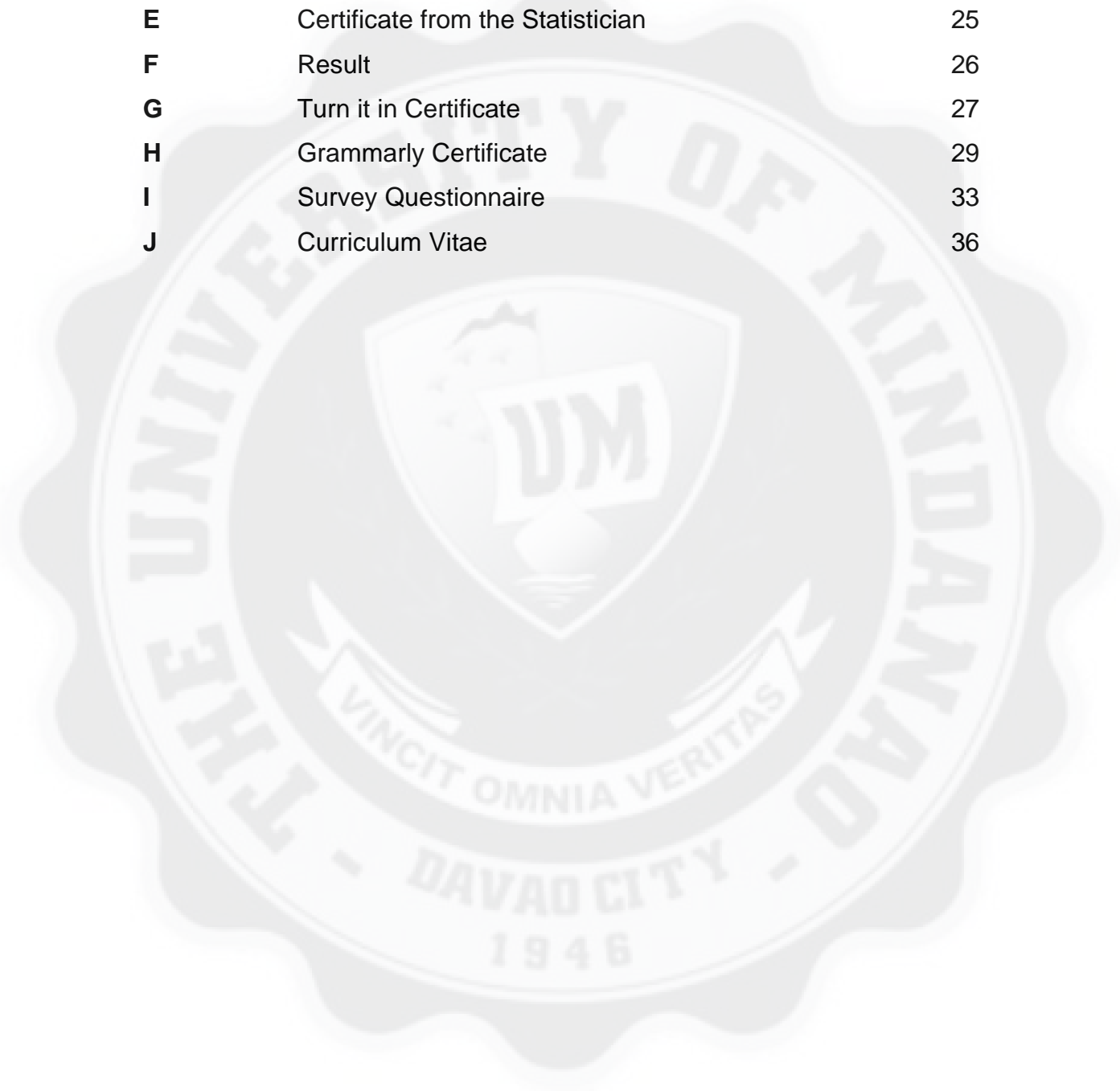
The Researchers

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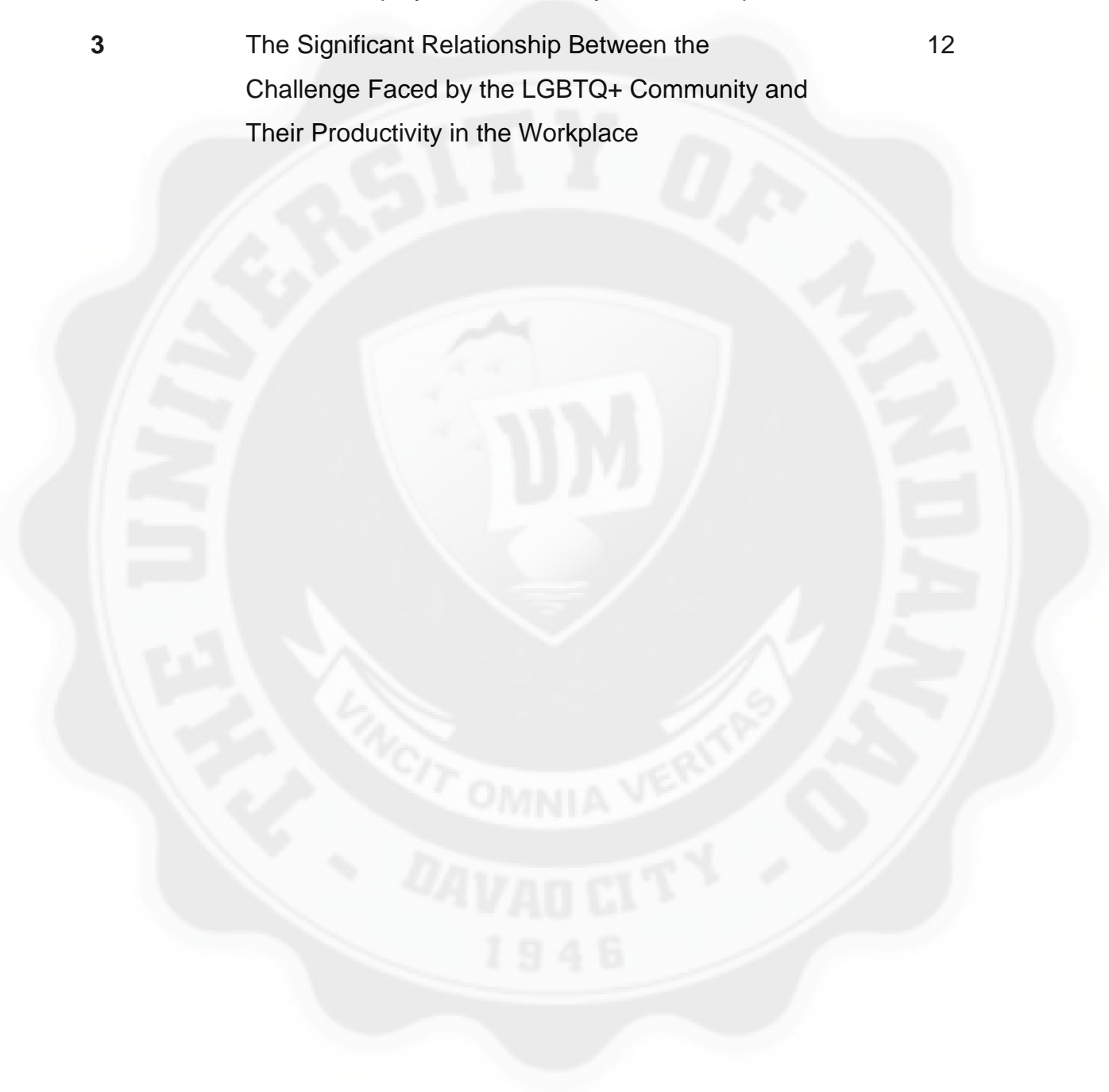
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INTRODUCTION

Lesbian, gay, bisexual, transgender, and questioning (LGBTQ+) workers experienced discrimination, discomfort, and danger both in the workplace and society at large when they faced rejection for jobs, education, and even medical care. An IMD article suggested that recognizing one's sexual orientation or gender identity and subsequently disclosing this information was a slow process, a problem that was being ignored as people continued to face social exclusion. The majority of LGBTQ+ individuals decided not to reveal their sexual orientation, as mentioned by the American Psychological Association (2012). The process of "coming out" requires bravery something that LGBTQ+ individuals must go through with each new person they encounter. Reasons for avoiding the spotlight include fear of bullying, lack of trust, undermined publicity, difficulty proving discrimination, and fear of job loss (HRC, 2006). Thus, the researchers' study aimed to explore how the LGBTQ+ community faced challenges in the workplace, how it affected their performance, productivity, and potential solutions to address these issues.

In the global context, laws protecting LGBTQ+ individuals from discrimination may not apply in more than half of the world's countries. According to this theory, LGBTQ+ workers may not be hired, promoted, or denied jobs just for being who they are. Over 8 million workers in the United States were identified as LGBTQ+. The research has shown that harassment and discrimination against LGBTQ+ individuals in the workplace hurt workers' commitment to and happiness with their occupations, as well as their health and well-being.

This study used a survey of 935 LGBTQ+ adults that was conducted in May 2021 to investigate experiences of harassment and discrimination in the workplace against LGBTQ+ persons. Adult employees were evaluated for lifetime, five-year, and past-year discrimination as of March 2020—shortly before many firms were compelled to close due to COVID-19, (Kerith & Goldberg 2021).

In the Philippines, LGBTQ+ community considered as a gay-friendly country. However, there were rumors that the LGBTQ+ face discrimination and bullying both at the workplace and in the community, (United Nations Development Programme, 2019).

McFadden (2015), study conducted showed that LGBT employees experience isolation at work that affects their rights and relationship with their network. Friendship in the workplace was essential, and it affects the employee's productivity. Having a good relationship with your colleagues affects how your output in a work setting, and the organization benefits from it, but in the past decades, LGBT employees' friendship has been one of the causes of isolation as stated by Gates, T. G.et., al (2019).

The business community recognizes that there was a significant amount of hostility, disdain, and prejudice towards individuals in the LGBT community from their colleagues. The gender and lifestyle choices of employees in many organizations worldwide had become an important topic of debate (Cletus, E.,et.,al 2018).

An unequal treatment of LGBTQ employees not just in terms of discrimination in hiring, giving promotions, or wages but also affects the informal approach towards them in their day-to-day work experience. The informal approach of colleagues affects the value of work and competence of LGBTQ employees. In addition, a workplace that

does not promote equal treatment would experience employee turnover compared to a workplace that promotes equal treatment (Cech, E. A., & Rothwell, W. R. 2019).

The LGBTQ community's rights had gained more recognition. But even with legal protections against discrimination, LGBTQ workers continue to face prejudice at work, including bias in hiring and negative treatment from supervisors and coworkers. Furthermore, in the study of lesbians, gays, and bisexuals in Spain, incivility was the new modern discrimination. Sexual minorities in Spain were found out that exclusion from relationships, they made jokes or rude comments to harm them at the workplace (Cech E. A., Waidzunas T. J. 2021). Moreover, lesbian, gay, and bisexual employees allegedly experienced a negative experience due to gossiping and questions about how competent they were as part of the LGBTQ in the workplace. They also experienced a lack of opportunities to get promoted due to their sexuality (D Kabat-Farr, et.,al 2020).

On the other hand, Moya, M., & Moya-Garófano, A. (2020), LGBTQ+ employees were more prone to harassment and discrimination due to their sexual orientation. While LGBTQ+ applicants who openly show their sexual identity and people who were part of the ethnic minority applicant were more likely discriminated against and rejected. This study also uncovers that LGBTQ+ employees had less emotional well-being, resulting in negative work results.

Based on Granberg,M., et., al (2020), transgender in the United States of America, 50 percent had experienced harassment, 44 percent reported experiencing hiring discrimination at work, which had hurt their mental health and increased their risk of psychiatric hospitalization and suicidal thoughts.

LGBTQ+ community experienced formal and informal discriminatory treatment in the workplace. They faced unfavorable treatment at work, including harassment, and were dismissed or forced to quit. With this kind of treatment, LGBTQ individuals do not stay silent; instead, they develop coping mechanisms in the workplace. Formal discriminatory practices, such as disparities in benefits, hiring, promotion, and compensation practices seemed to be frequent when it comes to LGBT community. For instance, audit studies had discovered that phony applicants who disclosed their LGBT status had a lower interview invitation rate than corresponding non-LGBT applicants. Discrimination in hiring and advancement was common among transgender employees, who had difficulty obtaining and retaining jobs (Dogan, 2012).

Aside from the official discriminatory hiring and remuneration policies, there's also a good chance that informal, interactional-level biases significantly affect LGBT employees' daily work experiences. Colleagues and superiors may question the competence of LGBT employees, for instance, the stereotypes about LGBT people (such as the idea that gay men were effeminate) go against traditional gender or masculine norms in the workplace. Furthermore, workplace disadvantages were potentially exacerbated by institutional legacies of official LGBT discrimination; nevertheless, these discrepancies could be mitigated by demographic diversity within an organization.

This study distinguished between official and informal forms of discrimination in the workplace. Harassment and other acts by coworkers or supervisors against lesbians based on criteria affecting employment were considered forms of informal discrimination. It could also include reports of managers and coworkers losing their respect, trustworthiness, or acceptance of an employee because of their sexual orientation. The bright descriptions of formal and informal discrimination included in

this study provide readers with an idea of the type and scope of unfair or discriminatory behaviors that these workers must endure, (Levine and Leonard ,1984).

A more measured approach was taken as stated by Senel and Senel (2012), who define absenteeism as the "lack of presence of an employee for planned work". When employees decide not to report to work for any reason, they clarify. As noted by the astute observation of Cucchiella, F.et., al (2014), there were various reasons why employees may miss work. While businesses annually, prolonged periods of absence may lead to lower productivity. This, in turn, significantly affects the company's finances plans and reputation. Absenteeism includes reasons other than illness or certified excuses.

Additionally, workforce cost was related to labor cost because the study posited that human labor was common factor in every product and service traded in the market and the amount of labor required to produce a good or service under normal conditions, considering the average level of productivity in an industry and period as stated by Marx, (1976).

Evident in the conceptual framework below shown the significant relationship between the variables of this study (the challenges faced by the LGBTQ+ community) and (the employee's productivity in the workplace).

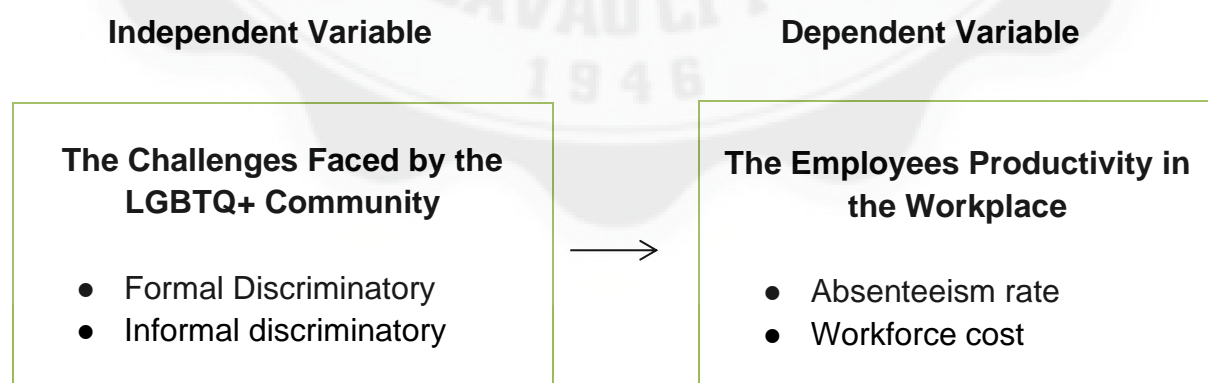


Figure 1. Conceptual Framework of the Study.

This study intended to know how LGBTQ+ employees faced challenges in the workplace and how it affected their productivity. According to studies, discrimination against lesbian, gay, and bisexual workers seems to be involved in a wide range of actions in the workplace, and how LGBTQ+ workers faced challenges in finding and keeping employment (Albelda et al, 2009). Hence, this paper thoroughly treated the subject to how significantly LGBTQ+ employees faced challenges in the community or the workplace within the Philippines, especially in Davao City.

The primary goal was to ascertain the significant relationship between the challenges faced by the LGBTQ+ Community and employees' productivity in the workplace on the premises of Davao City. This study determined the formal discriminatory and informal discrimination in the workplace that LGBTQ+ employees endured and faced. Furthermore, this research aimed to address the employee's productivity in terms of absenteeism rate and workforce cost. Lastly, the study employed the null hypothesis that the challenges faced by the LGBTQ+ community did not significantly affect employees' productivity in Davao City.

The findings of this study were helpful and significant to Human Resource Management because the research aimed to review and establish new strategies for achieving productivity, more efficient, profitable, and discernable for employees. In addition, the research was important to future researchers as it aims to be a basis for additional research on other related studies and ideas that lead them to find a review of related studies. Lastly, this research provided an important starting point of the study for additional related subjects that could help others to guide and finish certain research.

METHOD

Research Respondent

One hundred random LGBTQ+ employees from Davao City participated as respondents in the study. The researchers utilized random sampling techniques. According to Shadish et al., (2002), these techniques ensure that the results obtained from the sample should approximate the characteristics of the entire population. The most basic random sample ensured that every unit in the population had an opportunity for selection.

Materials and Instrument

The researchers used an adapted survey questionnaire from the studies of Little, B. J., et., al (2004) and Brewster, M. E., et., al (2012). The survey questionnaire was distributed using Google Forms and divided into several parts. The first part focused on the moderating variable, consisting of questions about formal discriminatory. The second part addressed informal discriminatory, the third part covered the absenteeism rate, and the last part included questions about workforce cost. All the questionnaires were collected and obtained with Google Forms for the convenience of each respondents. All the survey questions were measured by using a five-level Likert Scale. The questionnaire used statements in a 5-point Likert Scale (5-strongly agree, 4-agree, 3-neutral, 2-disagree, and 1-strongly disagree).

Scale	Range	Description	Interpretation
5	4.21 - 5.0	Very High	This means that the challenges faced by the LGBTQ+ community highly affects their productivity in the workplace.
4	3.41 – 4.2	High	This means that the challenges faced by the LGBTQ+ community highly affects their productivity in the workplace.
3	2.61 – 3.4	Moderate	This means that the challenges faced by the LGBTQ+ moderately affects their productivity in the workplace.
2	1.81 – 2.6	Low	This means that the challenges faced by the LGBTQ+ community lowly affects their productivity in the workplace.
1	1.00 – 1.8	Never	This means that the challenges faced by the LGBTQ+ community does not affect productivity in the workplace.

Design and Procedure

A quantitative research design was used in the study. In a quantitative approach, (Fellows and Liu 2008) said that quantitative research methods were usually adopted because they're scientific methods and provide immediate results. Another reason behind selecting this approach was more efficient in testing hypotheses and consistently aiming to clarify features. It involved organizing and building statistical models to describe the discoveries made during the research.

Respondents survey assessment data was utilized to examine the significance of the linkage between the independent variable (The challenges faced by the LGBTQ+ Community) and the dependent variable (The Employees productivity in the Workplace).

The researchers compiled essential data for the research using the following methods. The first step involved obtaining clearance to conduct the study, for which they provided and filed a letter of approval. Second, the researchers created and validated the instrument by adapting a questionnaire, which they then sent to the advisor for review and research panel validation. After that, the researchers distributed the survey questionnaires to the study respondents and asked them to complete the essential information and answer the following questions. Then, the researchers retrieved the surveys from the respondents once they filled them out and provided the appropriate information. The collected survey data was totaled, examined, and statistically evaluated after scoring and data collection. Lastly, the statistician was tasked with computing, analyzing, and interpreting the data after receiving the raw scores and significant data.

The data gathered through survey questionnaires were analyzed using Spearman's rho correlation, a nonparametric statistic that assesses the degree of relationship between these two levels of variables (Mchugh, 2013). The statistical tool was utilized to determine if the two variables were related.

RESULT AND DISCUSSIONS

This chapter consists of the presentation and analysis of data in table form, along with their relevant interpretations. The data was acquired from the questionnaire aimed at determining the challenges faced by the LGBTQ+ community in the workplace and identifying factors affecting LGBTQ+ employees' productivity. The survey included one hundred randomly selected employee respondents from Davao City.

The Challenges Faced by the LGBTQ+ Community

It shows in the Table 1 below the Challenges Faced by the LGBTQ+ Community which includes information on two variables: Formal Discriminatory and Informal Discriminatory, along with the Overall Mean, Standard Deviation (Std. Dev.), and a brief description of each variable.

The level of challenges faced by the LGBTQ+ community results in an overall mean of 3.64 with a standard deviation of 0.57. It represents the average perception of challenges faced by the LGBTQ+ community when considering both formal and informal discriminatory practices. The standard deviation indicates the extent to which individual responses vary around the mean.

Table 1.

Level of Challenges Faced by the LGBTQ+ Community

Variable	Mean	SD	Description
Formal Discriminatory	3.83	0.64	High
Informal Discriminatory	3.46	0.60	High
Overall	3.64	0.57	High

The highest mean score in Formal Discriminatory Challenges is 3.83, with a standard deviation of 0.64. It indicates that on average, respondents perceived a moderate level of challenges related to formal discriminatory practices affecting the LGBTQ+ community. On the other hand, Informal Discriminatory has the least mean score with 3.46 with standard deviation of 0.60. Four studies had found that LGBTQ+ people were more likely to disclose their sexual orientation when their employer has an LGBT-inclusive nondiscrimination policy or a domestic partner benefits policy (Badgett, et., al 2013).

The Employee's Productivity in the Workplace

Shown in Table 2 was the result of Employees productivity in the workplace with a variable of Absenteeism rate and Workforce Cost. The table below also provides information on the Overall Mean, Standard Deviation (Std. Dev.), and a brief interpretation of each variable.

The overall mean for Absenteeism rate and Workforce cost resulted in 4.00, with the standard deviation of 0.63. This illustrates the average perception of employees' productivity in the workplace, taking into account both absenteeism rate and workforce cost. The standard deviation provides insights into the degree of variation in respondents' perceptions around this mean.

Table 2.

Level of Employees Productivity in the Workplace

Variable	Mean	SD	Description
Absenteeism Rate	3.98	0.68	High
Workforce Cost	4.03	0.77	High
Overall	4.00	0.63	High

Workforce cost has the highest mean score of 4.03 with a standard deviation of 0.77. This indicates that, on average, employees' perception of workforce cost in the workplace was slightly higher than the midpoint of the scale. The standard deviation suggests some variability in how employees perceived the cost associated with the workforce. Good compensation and benefits were highly effective motivations for workforce productivity, both employees and the company benefit from it (Priatna et al., 2020). Moreover, the absenteeism rate has the lowest mean score of 3.98, with a standard deviation of 0.68. This only means that on average employees experienced a moderate level of absenteeism in the workplace. The standard deviation indicates some variability in the absenteeism rate among employees, with scores ranging from below average to above average.

Table 3.

The Significant relationship between the challenges faced by the LGBTQ+ community and their productivity in the workplace

Correlated Variables	Correlation Coefficient	Sig. (2-tailed)	Sample Size (N)	Decision on Ho
The Challenges Faced by the LGBTQ+ Community and The Employees Productivity in the Workplace	0.3292	0.0008	100	Reject on Ho

The purpose of this study was to determine whether or not the challenges faced by the LGBTQ+ community were significantly related to the productivity of the 100 random employees in Davao City. The results of the computations were shown in Table 3. Spearman rho was used to assess the association between the challenges

faced by the LGBTQ+ community and productivity in the workplace. The absenteeism rate indicated a strong positive, significant relationship between both forms of discrimination, which were formal and informal discriminatory. As the levels of formal and informal discrimination increased, so did the absenteeism rate among LGBTQ+ community. The r-value for this was 0.6047, significant to the p-value of 0.0000, indicating that rejecting the null hypothesis led to a result of a significant relationship between these two variables. Similarly, the Workforce Cost variable also had strong, positive, significant relationship with both forms of discrimination. The same went for the absenteeism rate, as the level of formal and informal discriminatory increased, so does the cost of having a productive workforce. The r-value for this was 0.3292 which was significant to the p-value of 0.0008, indicating a result of rejection null hypothesis.

CONCLUSION AND RECOMMENDATIONS

Conclusion

The discussion's outcome indicated the challenges faced by the LGBTQ+ community and employees' productivity in the workplace. Table 1, "Levels of Challenges Faced by the LGBTQ+ Community" with the highest mean score of 3.83 with standard deviation of 0.64 indicates average numbers with regards to the experiences of individuals, which in the LGBTQ+ community can vary greatly depending on the factors they may encounter. Nevertheless, given the statistics, it provides a factual and real-life account of the challenges that a part of the LGBTQ+ community faces daily. The table 2, "Levels of Employees Productivity in the Workplace," resulted in 4.00 with the standard deviation 0.63 which indicates the challenges that many employees face in the workplace when it comes to being productive. A great number of reasons and factors affect their productivity at work that reach the relatively high level of being unproductive, such as lack of motivation, personal issues, and poor working conditions.

However, the statistics shown in the table may or may not reflect the experiences of every individual within the workplace, or they could worsen. In table 3, "The Significant Relationships between the Challenges Faced by the LGBTQ+ Community and Their Productivity in the Workplace," findings with the presented variables had a direct impact on their productivity in the workplace. The increase in discrimination leads to a higher absenteeism rate and less productive workforce. Addressing these challenges was crucial for fostering a more inclusive and supportive work environment, which enhances productivity and overall well-being.

Recommendations

Since the study found a significant relationship between the challenges faced by the LGBTQ+ community and their productivity in the workplace, the researchers, therefore, give recommendations for the following:

The organization may develop and implement inclusive policies and practices, such as using inclusive language in communication, for example, using “they” instead of he or she. Educating and raising awareness among all employees about the challenges faced by the LGBTQ+ that leads to a more productive and supportive work environment. It aims to develop a perspective of empowering, equitable, sustainable, free from violence, and respectful of human rights.

Management, especially Human Resource Management may provide mentorship and career development opportunities specifically conducting seminars about addressing LGBTQ+ related stigma, discrimination and violence, fostering supports acceptance and safe, affirming environments in workplace and other setting. Provide Inclusivity Training which aims to build and create a more diverse workplace environment where everyone has a deeper understanding on creating a more positive and diverse work environment.

The management may create safe spaces for LGBTQ+ employees to share their experiences and concerns in the work environment without fear of retribution that help build trust and foster an open dialogue between employees and management.

Lastly, future researchers may contribute to the understanding of the challenges faced by LGBTQ+ individuals in the workplace. This study provides information on the correlation between the challenges faced by the LGBTQ+ community and the employees productivity in the workplace. In addition, this study

helps and improves to work towards creating a more inclusive, equitable work environment.



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APPENDIX A**LETTER TO THE ADVISER**

Letter to the Adviser

March 31, 2022

NOREEN J. NATIVIDAD, MBA

Program Head, Human Resource Management
College of Business of Business Administration This
University

Dear Madam:

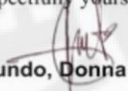

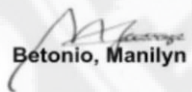
Greetings!

You are chosen to be our Research Adviser for our research study entitled "**The Effects of Diversity and Inclusion Policies in the Workplace to the LGBTQ+ "**" We humbly request for your valuable time and knowledge to be consulted for our research endeavor.

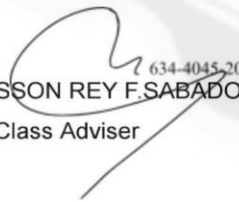
Knowing fully of your expertise along this line, the researchers wish your end to enhance our work.

Thank you and more power


Respectfully yours,


Abundo, Donna Mae
Besiata, Ara Mae
Betonio, Manilyn

Noted by:


634-4045-2022
JESSON REY F. SABADO, MBA
Class Adviser

Conform:


NOREEN J. NATIVIDAD, MBA
Research Adviser

APPENDIX C

LETTER TO THE RESPONDENTS



College of Business Administration
 2nd Floor, SS Building
 Bolton Street, Davao City
 Telefax: (082)
 Phone no. (082) 227-5456 Local 131

LETTER TO THE RESPONDENTS

July 24, 2023

Dear Respondents,

We are Human Resource Management students of University of Mindanao, currently conducting a research study entitled "**The Challenges Faced by the LGBTQ+ Community and their Work Productivity in the Workplace**". In the regard, we are asking for your precious time, and effort to answer all the question in the questionnaire that are important and helpful for the completion of the study.

Rest assured that all data gathered from you will be kept in the highest level confidentiality.

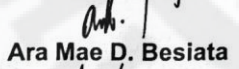
Your positive response in this request will be valuable contribution for the success of the study and will highly appreciate.

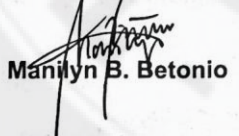
Thank you very much for your cooperation.

Respectfully Yours,

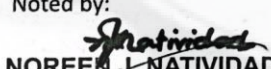
The Researchers,

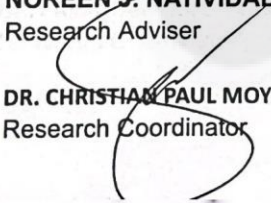

 Donna Mae Abundo


 Ara Mae D. Besiata


 Manilyn B. Betonio

Noted by:


 NOREEN J. NATIVIDAD, MBA
 Research Adviser


 DR. CHRISTIAN PAUL MOYON, DBM, RFP
 Research Coordinator

APPENDIX D

LETTER TO THE STATISTICIAN



College of Business Administration Education
 2nd Floor, SS Building
 Bolton Street, Davao City
 Telefax: (082)
 Phone no. (082) 227-5456 Local 131

Letter to The Statistician

September 5, 2023

LEOMAR M. SABROSO, MSAgE

College of Business Administration
 University of Mindanao

To Sir Sabroso:

Greetings!


The Researchers are pleased to appoint you to be part as a Research Statistician towards the data gathering in the research study entitled "The Challenges Faced by the LGBTQ+ Community and Their Productivity in The Workplace". The researchers request your valuable time and expertise to collaborate with the research study.

Knowing fully of your expertise along this line, the researchers hope that you will be able to accommodate this letter.

We sincerely appreciate your time and kind consideration, more power to you.

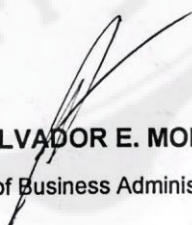
Respectfully yours:


 Donna Mae Abundo


 Ara Mae Besiata


 Marilyn Betonio

Endorsed by:


VICENTE SALVADOR E. MONTAÑO, DBA

Dean, College of Business Administration Education

Reviewed By:


Noreen J. Natividad, MBA

Research Adviser

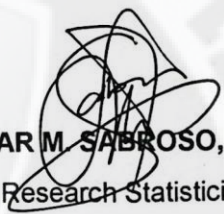

LEOMAR M. SABROSO, MSAgE
 Statistician

APPENDIX E

CERTIFICATE FROM THE STATISTICIAN

CERTIFICATE FROM THE STATISTICIAN

This is to certify that the research "study entitled **"The Challenges Faced by the LGBTQ+ Community and Their Work Productivity in the Workplace"** by Donna Mae Abundo, Ara Mae D. Besiata, and Manilyn B. Betonio was statistically analyzed and interpreted.



LEOMAR M. SABROSO, MSAgE
Research Statistician

APPENDIX F

RESULT

Variable	Mean	Std. Dev.	Description
fd1	4.00	0.88	
fd2	3.90	1.01	
fd3	3.96	0.88	
fd4	3.93	0.95	
fd5	3.36	1.00	
Overall Mean	3.83	0.64	
Variable	Mean	Std. Dev.	Description
ifd1	4.25	0.74	
ifd2	3.11	1.13	
ifd3	3.76	0.84	
ifd4	2.40	1.26	
ifd5	3.77	0.84	
Overall Mean	3.46	0.60	
Variable	Mean	Std. Dev.	Description
ar1	3.97	0.88	
ar2	4.10	0.81	
ar3	4.08	0.87	
ar4	4.09	0.87	
ar5	3.64	1.17	
Overall Mean	3.98	0.68	
Variable	Mean	Std. Dev.	Description
wc1	3.81	1.05	
wc2	4.38	0.92	
wc3	3.94	1.00	
wc4	3.94	0.93	
wc5	4.07	1.01	
Overall Mean	4.03	0.77	

Table 2. The Descriptive Summary of The Challenges Faced by the LGBTQ+ Community

Variable	Mean	Std. Dev.	Description
Formal Discriminatory	3.83	0.64	
Informal Discriminatory	3.46	0.60	
Overall Mean	3.64	0.57	

Table 3. The Descriptive Summary of The Employees Productivity in the Workplace

Variable	Mean	Std. Dev.	Description
ABSENTEEISM RATE	3.98	0.68	
WORKFORCE COST	4.03	0.77	
Overall Mean	4.00	0.63	

Table 4. The Significant Association Between The Challenges Faced by the LGBTQ+ Community and The Employees Productivity in the Workplace

Variables	r value	p-value	Decision on Ho
ABSENTEEISM RATE	0.6047*	0.0000	Reject Ho
	0.6214*	0.0000	Reject Ho
WORKFORCE COST	0.3292*	0.0008	Reject Ho
	0.3986*	0.0000	Reject Ho

APPENDIX G

TURNITIN

The Challenges Face by the LGBTQ Community and Work Productivity in the Workplace

ORIGINALITY REPORT

7 %

SIMILARITY INDEX

3 %

INTERNET SOURCES

3 %

PUBLICATIONS

5 %

STUDENT PAPERS

MATCH ALL SOURCES (ONLY SELECTED SOURCE PRINTED)

3%

★ Submitted to University of Mindanao

Student Paper

Exclude quotes

Off

Exclude matches

Off

Exclude bibliography

Off

GLENDOCK SERRAJANTE


1/11/24

APPENDIX H

GRAMMARLY

y Report: THE CHALLENGES FACED BY THE LGBTQ+ COMMUNITY AND THEIR WORK PRODUCT...

THE CHALLENGES FACED BY THE LGBTQ+ COMMUNITY AND THEIR WORK PRODUCTIVITY IN THE WORKPLACE

by Noreen  Natividad

General metrics

25,922	3,739	205	14 min 57 sec	28 min 45 sec
characters	words	sentences	reading time	speaking time

Score

96

This text scores better than 96% of all texts checked by Grammarly

Writing Issues

78

Issues left



Critical

78

Advanced

Unique Words

Measures vocabulary diversity by calculating the percentage of words used only once in your document

24%

unique words

Rare Words**40%**

Measures depth of vocabulary by identifying words that are not among the 5,000 most common English words.

rare words

Word Length**5.4**


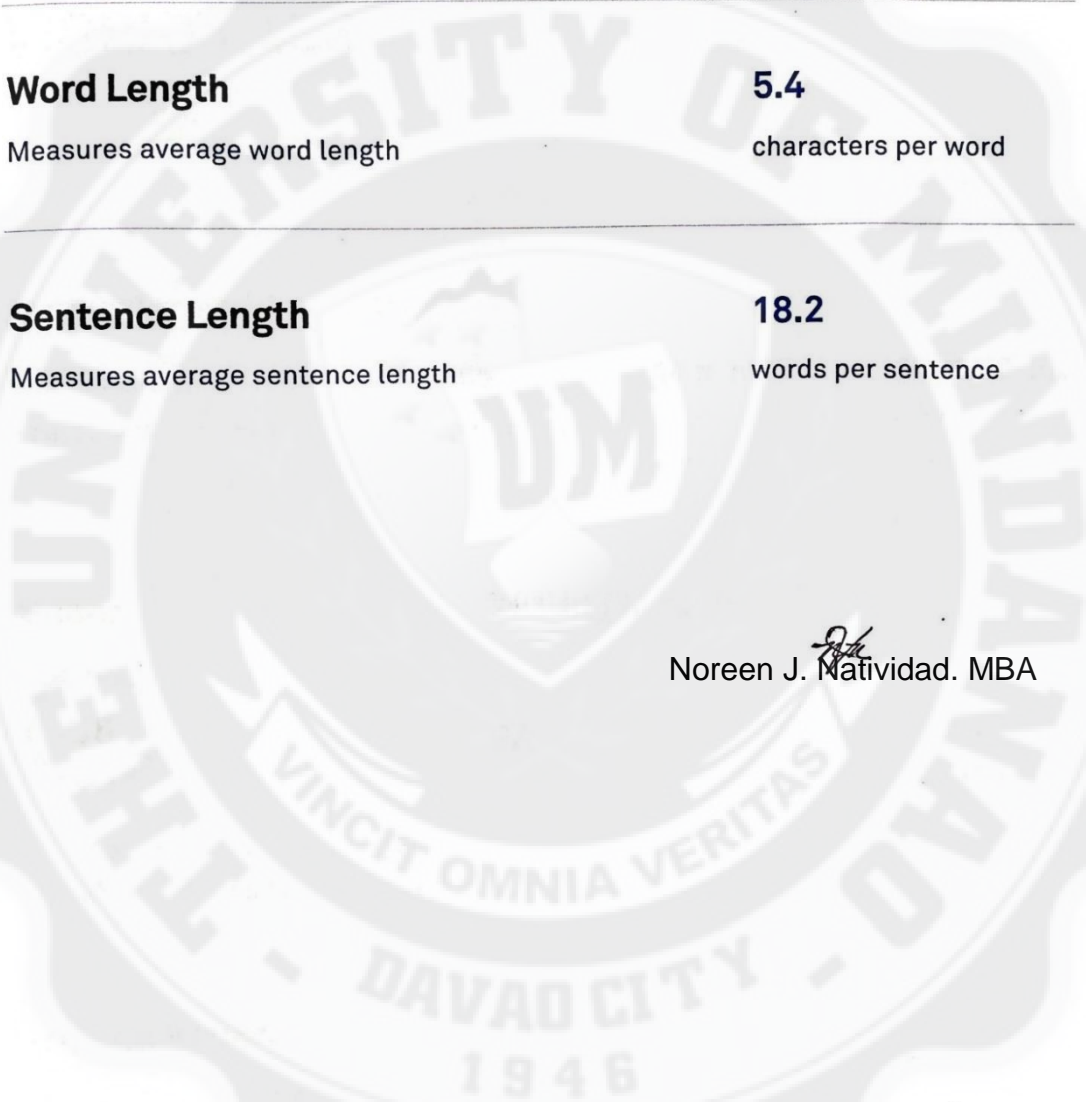
Measures average word length

characters per word

Sentence Length**18.2**

Measures average sentence length

words per sentence


Noreen J. Natividad, MBA

APPENDIX I

SURVEY QUESTIONNAIRE

All responses will remain anonymous and will only be used for this study. Please read all the questions carefully before answering them, as the survey will only take a few minutes to complete. Your participation will be much appreciated.

Thank you for taking the time to participate and complete this survey.

Respectfully Yours,

The Researchers

PART I. THE CHALLENGES FACED BY THE LGBTQ+ COMMUNITY AND THEIR WORK PRODUCTIVITY IN THE WORKPLACE.

Instructions: Please indicate your level of agree with the statements listed below and put a check (✓) mark on your desired answer.

5- Strongly Agree- you totally agree with the statement

4- Agree- you agree to the most part

3- Neutral – you are either Agree or Disagree

2- Disagree- you disagree with the most part of the statement

1- Strongly Disagree- you totally disagree with the statement

Formal Discriminatory	5	4	3	2	1
1. At my workplace, employees are provided with information about my employer's anti-discrimination policy.					
2. People would speak up if the environment in the workplace were not very accepting for the LGBTQ+ Employees.					

3. My employer has done enough to create an environment where LGBTQ people are comfortable being open about their sexual orientation/ gender identity.					
4. At my workplace, LGBT employees feel comfortable to disclose their sexual orientation/gender identity.					
5. At my workplace, the environment for LGBT people is lessen.					

Informal Discriminatory	5	4	3	2	1
6. At my workplace, LGBT people are valued, respected, and treated equally.					
7. At my workplace, LGBT employees would refuse to report harassment/bullying (e.g., file a grievance report) to members of HR.					
8. At my workplace, the human resource team is visibly concerned with issues concerning or affecting LGBT people.					
9. At my workplace, LGBTQ+ people are bullied and harassed more than men and women.					
10. Our senior management values LGBTQ+ employees and communicates to the rest of the workplace.					

Informal Discriminatory	5	4	3	2	1
11. At my workplace, our employers address absenteeism issues by implementing supportive policies regardless of sexual orientation or gender identity (e.g. sick leave, vacation leave, etc.)					
12. At my workplace, our HR Department implements a fair attendance policy (e.g. punctuality)					
13. At my workplace, the work environment will motivate me to attend regularly.					
14. My employer is actively promoting diversity and ensuring that every employee is treated with fairness and respect.					
15. At my workplace, my colleagues motivate me to be more effective in my job.					

Workforce Cost	5	4	3	2	1
16. In our company, the pay offered is competitive.					
17. In the workplace great compensation satisfies employees productivity and motivates for better.					

18. In our company, they offer work incentives involving physical health, mental health, environmental health, economic health, while also building proper wellness strategies such as work-home.					
19. At my workplace, the benefits package is good by industry standard.					
20. At my workplace, all of the benefits were explained to me when I joined the company.					

Reference:

Liddle, B. J., Luzzo, D. A., Hauenstein, A. L., & Schuck, K. (2004). *Lesbian, Gay, Bisexual, and Transgendered Climate Inventory (LGBTCI)* [Database record]. APA PsycTests.

Brewster, M. E., Velez, B., DeBlaere, C., & Moradi, B. (2012). Transgender individuals' workplace experiences: The applicability of sexual minority measures and models. *Journal of Counseling Psychology*, 59(1), 60–70. <https://doi.org/10.1037/a0025206>

APPENDIX J
CURRICULUM VITAE



Ara Mae D. Besiata



Purok 1 Salakot, Talomo
Davao City



aramaebesiat18@gmail.com



+639669942795



EDUCATIONAL ATTAINMENT

SCHOOL ATTENDED	DEGREE/ YEAR GRADUATED
Elementary: Talomo Central Elementary School	SY 2007- 2012
Junior High School: Talomo National High School	SY 2012- 2016
Senior High School: University of Mindanao	SY 2016- 2018
College: University of Mindanao – Bolton Bachelor of Science in Business Administration - Human Resource Management	SY 2019 - Present

**Manilyn B. Betonio**

Block 2 Lot 11, SUVAI 1



m.betonio.515783@umindanao.edu.ph



+639065601102



EDUCATIONAL ATTAINMENT

SCHOOL ATTENDED	DEGREE/ YEAR GRADUATED
Elementary: Don Manuel H. Gutierrez Sr. Elementary School	SY 2003-2013
Junior High School: Daniel R. Aguinaldo National High School	SY 2013-2017
Senior High School: Daniel R. Aguinaldo National High School Accountancy, Business and Management	SY 2017- 2019
College: University of Mindanao – Bolton Bachelor of Science in Business Administration - Human Resource Management	SY 2019 - Present

**Donna Mae Abundo****Blk-27 Lot-6, Elineta Heights Subdivision****paragosodonnaa@gmail.com****+639776250991**

EDUCATIONAL ATTAINMENT

SCHOOL ATTENDED	DEGREE/ YEAR GRADUATED
Elementary School: Catalunan Grande elementary School	SY 2003 - 2014
Junior High School: Devine Word School of Semirara Island INC	SY 2014 - 2017
Senior High School: University of Mindanao	SY 2017-2019
College: University of Mindanao – Bolton Bachelor of Science in Business Administration - Human Resource Management	SY 2019 - Present
