



Twitch Away From Gender Bias

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Background: Twitch's Controversy!





WHAT BAWSE IS HERE FOR:

1. Does organizational engagement influence performance which then influences salary?

[Engagement → Performance → Salary]

1. How does engagement influence salary while accounting for gender bias?

1. To better understand if there are groups that are treated differently by Twitch.





Engagement
Performance
Salary
Gender

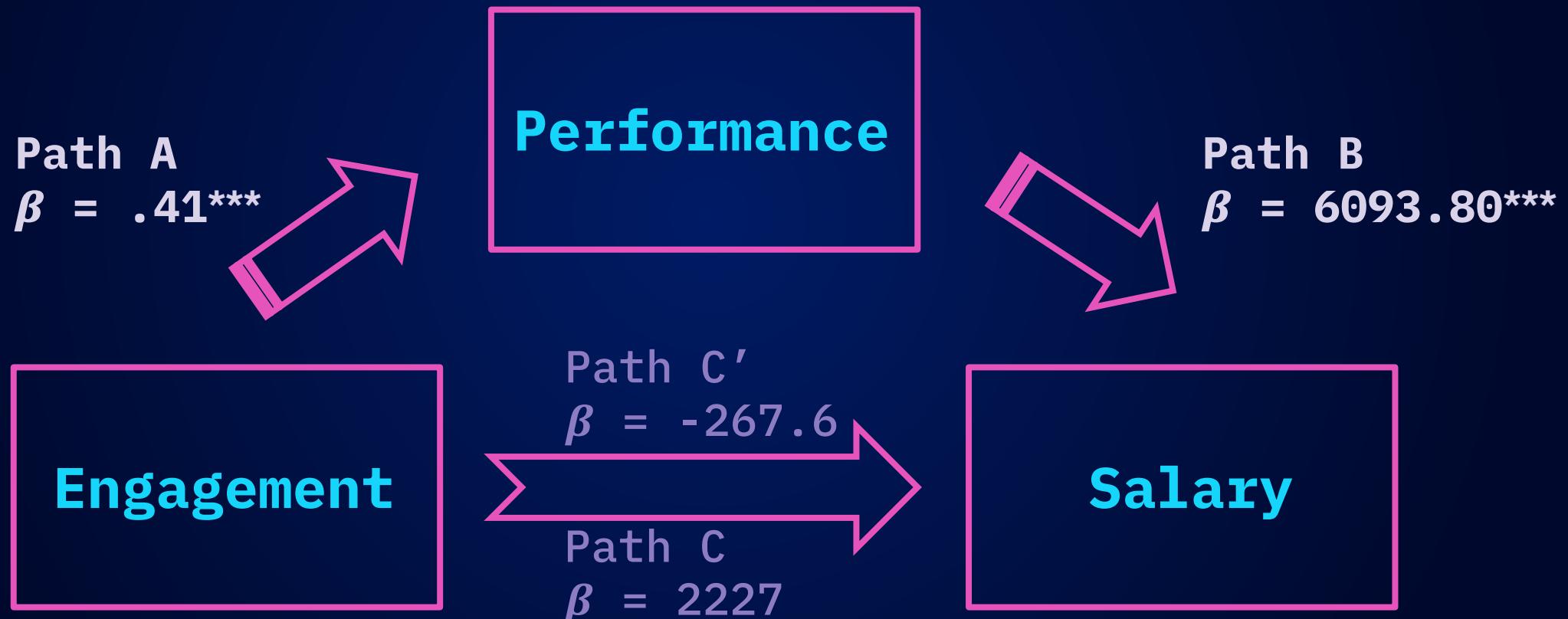
DEFINING IMPORTANT TERMS

(Rich, 2021)





MEDIATION

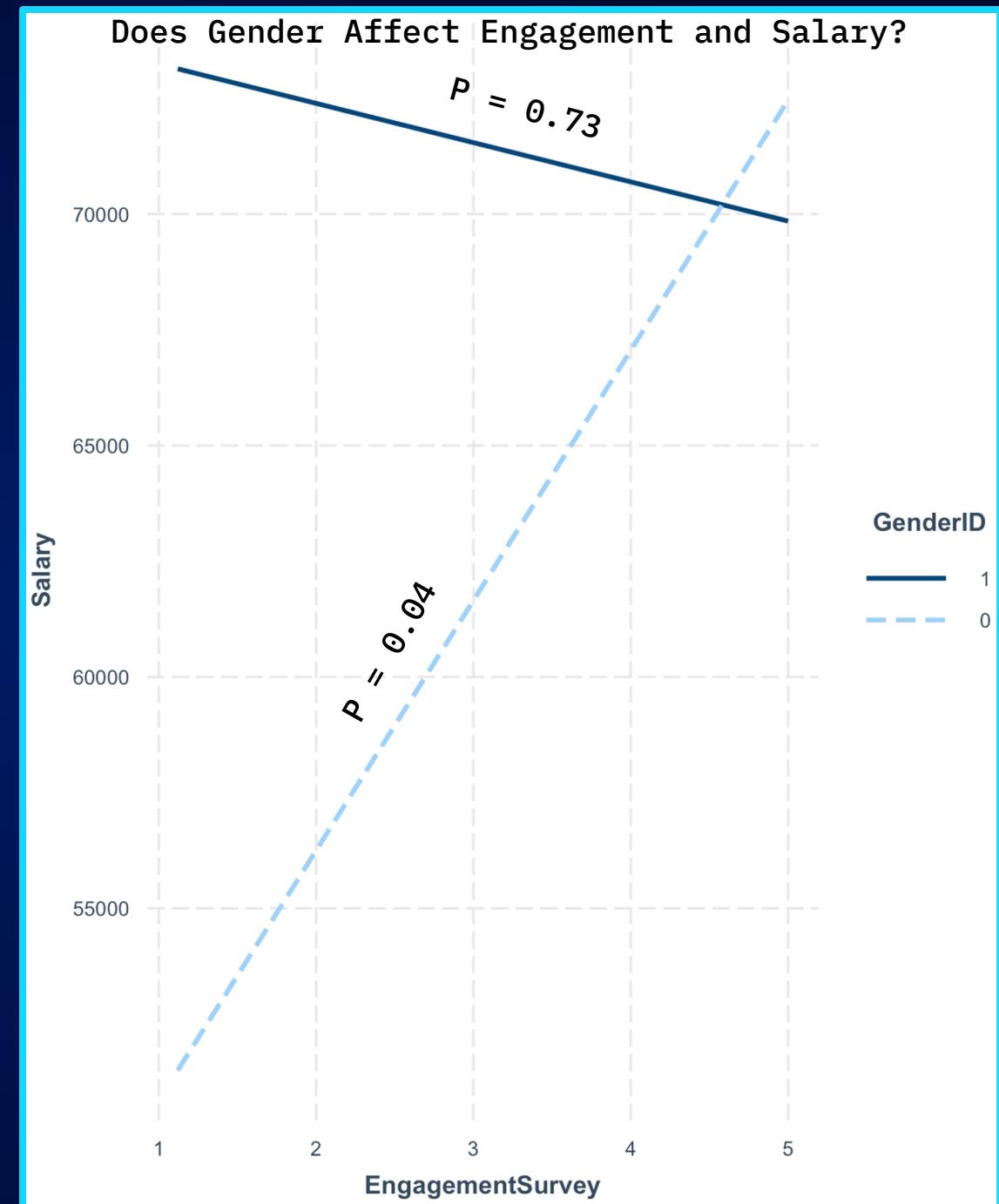




MODERATION



Probing





CLUSTER ANALYSIS

- Used k-means cluster analysis to view groups in our data
 - Optimal groups was 2
- Clusters generated with multiple variables
- The two clusters had noticeable differences in
 - Gender
 - Salary
 - Position level
- Suggests that women may not be getting paid appropriately for their position

Cluster	Gender	Salary	Position
1	Females	-0.14	Higher Level
2	Males	0.63	Lower level

(Alboukadel, 2018)





TAKEAWAYS

Factors influencing Salary Gender Bias

- Performance Scores
- Gender
- Positions

- Females are victims of a wage gap
 - Higher ranked position but with lower salaries



FUTURE DIRECTION

- Take steps to address wage gap
 - This could include:
 - Pay audit
 - Improved hiring and promotional practices to reduce bias
 - Gender bias training for hiring managers and recruiters
 - Blind selection during recruiting phase
 - Improved transparency around pay
 - Encourage open discussion about wages
 - Be willing to discuss how salaries are determined
 - Since performance predicts salary
 - Implement a mentorship that can develop employee's skills

(Lytle, 2019)
(Life in the Lab, 2019)





THANK YOU!

Do you have any questions?





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