

**AN EMPIRICAL ANALYSIS OF MANAGER AND EMPLOYEE SEX EFFECTS ON PERFORMANCE RATINGS**

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[dx.doi.org/10.18374/EJM-13-1.2](https://doi.org/10.18374/EJM-13-1.2)

**ABSTRACT**

This study extends recent work on the influence of sex bias on performance ratings. In addition, methodological refinements are incorporated into the design. A total of 413 male and 355 female upper division business students from four colleges and universities participated in the study. An ANOVA revealed that female raters tend to be more lenient than male raters. Also, there was a general pattern for both male and female raters to evaluate male ratees more favorably than female ratees. No interactions between rater sex and ratee sex were detected.

Keywords: *Performance, Evaluation, Rater, Ratee, Gender, Appraisal, Gender bias*