

**GENDER EFFECTS: DIFFERENCES IN PERCEPTIONS OF DECEPTION IN THE WORKPLACE**

Thomas W. Philippe, St. Petersburg College, St Petersburg FL  
Jerry W. Koehler, University of South Florida, Tampa, FL

[dx.doi.org/10.18374/IJSM-13-3.6](http://dx.doi.org/10.18374/IJSM-13-3.6)

**ABSTRACT**

Although often identified as an ethical issue, deception has become a significant variable that has drawn the attention of organizational behavior researchers. Questions emerge regarding the significance of deception in organizations, how does deception function as an organization variable, and is deception ever a legitimate and/or acceptable behavior? The purpose of our study is to extend our knowledge of deception in the workplace by testing the effects of gender, if any, on perceptions of deception in the workplace. Our research question: Do males and females perceive deception in the workplace differently? The results of our study indicated that female workers, significantly more than male workers, perceived their manager to expect them to be deceptive to others. Also, female workers, significantly more than male workers, perceived deception to be a common practice in their organization. There were no significant differences between male and female subjects with regards to observing their manager as being deceptive, observing co-workers as be deceptive; or, observing other managers as being deceptive in the workplace.

Keywords: *management, actions, employee perceptions, applied management.*