

DIVERSITY AND INCLUSION IN THE WORKPLACE***Ranganayagi, G. and Indumathi, N.**

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Received 10th March 2024; **Accepted** 17th April 2024; **Published online** 30th May 2024

Abstract

The objective of my study is diversity and inclusion in the workplace. It mainly focus on research on diversity and inclusion in the workplace. I have collected secondary data through firm surveys.

Keywords: Diversity and inclusion, Culture, Workplace, Employee satisfaction, Regulation, norms.

INTRODUCTION

Diversity encompasses various dimensions, including race, gender, age, sexual orientation, disability, and cultural background. Diversity refers to the representation of different demographics and perspectives, including race, gender, age, sexual orientation, disability, and cultural background. Inclusion, on the other hand, involves creating. Inclusion ensures that these diverse perspectives are not only present but also integrated into the organizational fabric, leading to enhanced employee engagement, higher retention rates, and improved performance.

REVIEW OF LITRACTURE

Robin J. Ely and David A. Thomas (2021), Ely and Thomas propose a paradigm shift in managing diversity, emphasizing the importance of leveraging diverse perspectives to drive innovation and organizational performance. The article advocates for moving beyond traditional diversity approaches focused solely on representation to embrace a more inclusive culture that values and integrates diverse viewpoints. By creating environments where all employees feel valued and empowered to contribute, organizations can unlock the full potential of diversity to fuel innovation and success. The authors draw on research and case studies to illustrate the benefits of a diversity-inclusive approach, emphasizing concepts such as psychological safety, belongingness, and inclusive leadership.

Elizabeth J. Watson and Annette Davies (2018), Watson and Davies compare corporate social responsibility (CSR) and diversity management practices in Eastern and Western Europe, highlighting cultural differences and implications for organizational strategy. The study examines how organizations in Eastern and Western Europe integrate CSR and diversity management into their strategic agendas. By understanding regional nuances and stakeholder expectations, organizations can develop contextually relevant approaches to promote diversity and inclusion and enhance organizational performance.

The study employs a comparative analysis of CSR and diversity management practices in Eastern and Western European countries, drawing on survey data and case studies. Concepts such as cultural dimensions, stakeholder engagement, and organizational values are explored to understand their impact on diversity management strategies.

Lynn A. Stout (2019), Stout challenges the shareholder value myth, arguing that prioritizing shareholders over other stakeholders, including diverse employees, can undermine long-term organizational success. The book critiques the prevailing notion that maximizing shareholder value should be the primary objective of corporations, highlighting its detrimental effects on employees, communities, and society at large. By advocating for a more inclusive and stakeholder-oriented approach to corporate governance, Stout argues that organizations can create sustainable value and promote diversity and inclusion. The argument is based on legal and economic analysis, drawing on case studies and empirical research to challenge conventional wisdom on shareholder primacy. Concepts such as corporate governance, stakeholder theory, and organizational purpose are explored to understand their implications for diversity and inclusion practices.

RESEARCH METHODOLOGY**Data Collection Method**

I have made use of both primary and secondary data in this study.

Primary Data: Primary data includes information collected directly from the respondents.

Secondary Data

Data collected from annual reports, magazines, books, Journals, Company website etc formed the Secondary data. The employees at VELL BISCUIT PRIVATE LIMITED are both literate and illiterate therefore I have constructed a structured questionnaire for the purpose of data collection from respondents. The questionnaire was prepared, keeping in mind the objectives of the study by consulting experts in the field, and reviewed various published source so information for preparation of the tool.

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Statistical Tools

Percentage Analysis

Percentage Analysis is the method to present raw streams of data as percentage (apart in 100-percent) for better understanding of collected data.

$$\text{Percentage} = (\text{No of respondents} / \text{Total No of respondents}) * 100$$

Chi – Square test

A chi-squared test, also written as χ^2 test, is any statistical hypothesis test wherein the sampling distribution of the test statistic is

$$\text{Chi-Square} = \sum (O-E)^2 / E$$

Correlation analysis

Correlation analysis used to find the relationship between branding and product marketing outcomes, such as brand awareness, brand loyalty, brand image, purchase intention, and customer satisfaction. For example, are searcher might calculate the correlation between brand awareness and purchase intention for a particular brand, to examine whether a higher level of brand awareness is associated with a higher level of purchase intention. A correlation is a statistical measure of the relationship between two variables. The values are compared using Kari-Pearson’s correlation.

The correlation coefficient, denoted as "r", is calculated using the following formula:

$$r = (\sum [(x-\bar{x}) * (y-\bar{y})]) / [(\sqrt{\sum (x-\bar{x})^2}) * (\sqrt{\sum (y-\bar{y})^2})]$$

Objective

- To study the implement policies and practices that promote equity and fairness in hiring, promotion, and decision-making processes.
- To provide training and Resources to support diversity and Inclusion efforts.
- To Strengthen relationships between colleagues from diverse background through team-building activities and open communication channels.

Scope

- To Measure success through metrics like employee satisfaction and retention rates.
- To Create an inclusive culture where everyone feels valued and respected.
- To Ensure compliance with anti discrimination laws and regulations.

Limitations

- Analysis of the primary data is done on the assumption that the answers are given by the respondents.
- Most of the employees are not ready to share the information.
- Some of the information are kept confidential.

Data analysis

Hiring process

Table 1. Hiring process

Particulars	Frequency	Percent
Not transparent at all	15	10.0
Slightly transparent	63	42.0
Moderately transparent	41	27.3
Very transparent	22	14.7
Completely transparent	9	6.0
Total	150	100.0

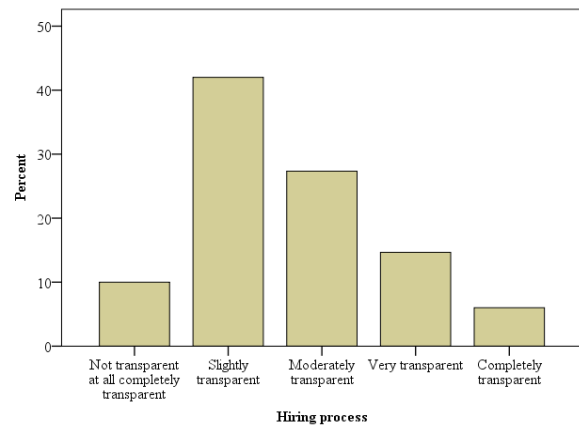


Figure 1. Hiring process

Inference

From the above table, it is inferred that 42% of the respondents slightly transparent that hiring process, 27.3 moderately transparent. 14.7 very transparent stage, and 10% not at all and then 6% completely transparent.

Promotion decision

Table 2. Promotion decision

Particulars	Frequency	Percent
Never	24	16.0
Rarely	11	7.3
Occasionally	43	28.7
Frequently	32	21.3
Always	40	26.7
Total	150	100.0

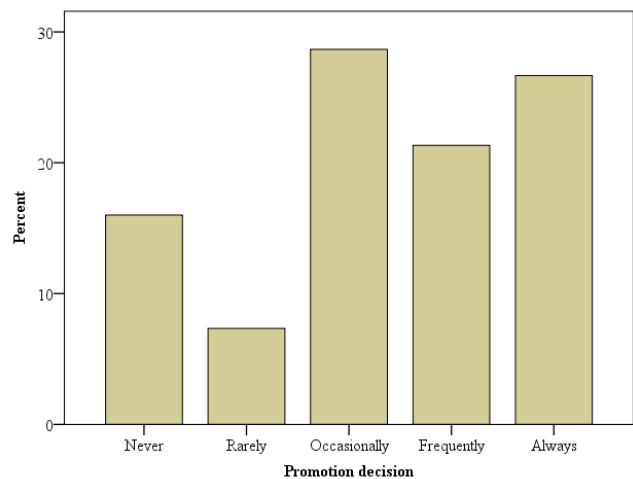


Figure 2. Promotion decision

Inference

From the above table, it is inferred that 28.7% of the respondents Occasionally with work promotion decision, 26.7% respondents of always, 21.3% respondents of frequently and 16% of never respondents and then 7.3% respondents rarely.

Performance evaluation

Table 3. Performance evaluation

Particulars	Frequency	Percent
Very dissatisfied	29	19.3
Dissatisfied	8	5.3
Neutral	46	30.7
Satisfied	42	28.0
Very satisfied	25	16.7
Total	150	100.0

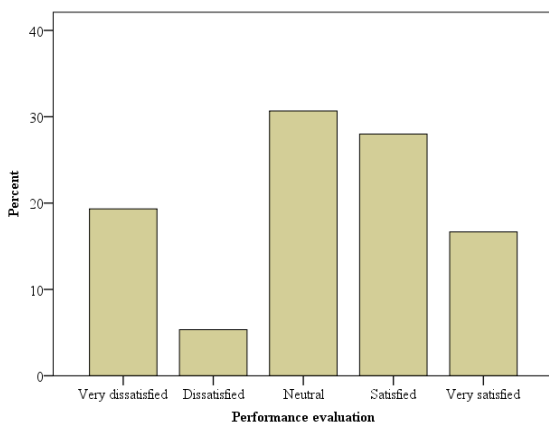


Figure 3. Performance evaluation

Inference

From the above table, it is inferred that 30.7% of the respondents neutral that the performance evaluation, 28% are the satisfied, 19.3% are very dissatisfied stage, 16.7% respondents very satisfied, and then 5.3% respondents dissatisfied.

FINDINGS

- It is found that 42% of the respondents slightly transparent that hiring process.
- It is found that 28.7% of the respondents Occasionally with work promotion decision.
- It is found that 30.7% of the respondents neutral that the performance evaluation.

- It is found that 34.7% of the respondents very effective that communication channel.
- Chi-Square the significant value is $p=0.000$ Which is less than 0.05. So, Null hypothesis is accepted, it reveals that there is significant association between building relationship with colleagues and collective projects.
- Correlation the significant value is $P=1.000$ Which is less than 0.05. So, Alternative hypothesis is accepted, this reveals that there is significant relationship between performance evaluation and inclusive behaviors.

Conclusion

Diversity is not only a moral imperative but also a strategic advantage. Diverse teams bring varied perspectives, leading to more innovative solutions and better decision-making. Establishing diversity and inclusion requires commitment from leadership, continuous education, and a willingness to address and overcome biases. By embracing diversity and inclusion, organizations can create a more equitable, dynamic, and successful work environment.

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