

A STUDY ON “EMPLOYEE DIVERSITY AND INCLUSION IN THE WORK PLACE”

Kavitha.C

Kusuma S

Research Scholar, Nagarjuna College of Management Studies, Chickaballapur-562101 (Karnataka)

Assistant Professor, Nagarjuna College of Management Studies, Chickaballapur-562101 (Karnataka).

ABSTRACT

In this present scenario, the speed at which the global labor force is evolving is one of the biggest issues facing management and every organizations. Around the world, diversity has become increasingly popular in 3 C's suits as top one organizations want to foster a more harmonious, creative and collaborative work atmosphere in order to spur ongoing development. Diversity can be defined by a variety of factors, such as race, ethnicity, gender, age, and ethnicity. Empowerment and involvement define inclusion, where everyone is respected for their innate worth and dignity. The main objectives of the study is to know the role and benefits and issues relating to the diversity and inclusion of employees at work place. Finding out how important diversity and inclusion are to an organization is one of the study's goal. To evaluate the necessity of inclusion and diversity in an organization. The primary research constraint is that, this article is written on the basis of secondary sources gathered from internet, journals, research articles, textbooks and other sources. Here particular organization is not considered for the study. It is concluded that diversity and inclusion are critical components of every organization, since they enable successful operations and effective leadership within the organization.

Keywords: Diversity, inclusion, Workplace, Organization.

Introduction

India is country of diversity. This diversity takes place in all the sectors, institutions, population within societies. So it is necessary to study how the organizations respond to these diversity and inclusions to a society. Among the different factors in an organizations, which is meant for render service to the society and one of the main reason for economic development of the country. The organizations are expected to supplying societal diversity and be inclusive in ways and it is recognizes as symbolically of a nation. It is known for its diversity. This topic is not a small concept it is the broad concept of the discussion of the concept diversity and inclusion in at workplace in every organizations. The main aim of the diversity and inclusion in an organizations is sharing innovative approaches in policy and procedures and implementation level for enabling inclusions and strengthening the diversity of employees.

When we are studying about diversity and inclusion in the work place. Many of them define these terms in an appreciation type on the basis to ethnicity, gender age national origin, disability sexual, orientation,, education religion, bust diversity is more than all these. We all bring diverse perspective, work experience, orientation life style and culture with us and also in work place to have a diverse work force in an inclusive. Work place with an opportunity for talent of all employees to create value deliver a superior client experience and develop innovative methods solutions procedures for the community where they serve it takes a mutual understanding of diversity language and its impact of race in our society. So this training will provide an introductory discussion regarding race in our society. So this training will provide a introductory discussion regarding race and equality to begin to prove social justice n al the descriptions.

Diversity is any dimension that can be used to differentiate groups and people from one another. In a nutshell, it's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin. Diversity allows for the exploration of these differences in a safe, positive and nurturing environment. It means understanding one another by surpassing simple tolerance to ensure people truly value their difference.

Inclusion is an organizational effort and practices in which different groups or individual having different backgrounds are culturally and socially accepted and welcomed, and equally treated. These differences could be self-evident, such as national origin, age, race and ethnicity, religion/belief, gender marital status and socio economic status or they could be more inherent, such as educational background, training, sector experience, organizational tenure, even personality, such as introverts and extroverts.

In simple terms, diversity is the mix and inclusion is getting the mix to work well together.

Objectives of the Study

1. The main objective is to study the significance of Diversity and Inclusion at workplace
2. To analyze the benefits of Diversity and Inclusion to an Employees.
3. To describe the issues of Diversity and Inclusions at workplace.
4. To study the different case studies relating to diversity and inclusion at work place.

Statement of the problem

The article mainly states that the concept diversity and inclusions are playing a very crucial role for the uplifting at workplace towards success and it is also very helpful to an employee in an organization, means it is not only concentrating on fulfilling the individual objectives through this organizational objectives can be fulfilled.

Research Methodology

1. Research Design: - The Research Design is used for Research Problem in hand is Casual Research. The main objective of the research is determine the behavior of variables, because every variable having its own behavior. I.e. to show the cause and effect relation between the 2 variable of the study.

a. **Dependent Variable:** - The Dependent variable of the study is Employees of an organization.

b. **Independent Variables are:** - Profit, Growth, Efficiency, Retention, development, evaluating performance, recruitment, selection etc.

2. Methods of Data Collection: - This article is written on the basis of Secondary source on the basis of websites, Internet, e-journals, articles. Findings can be drawn on the basis of case studies relating to the topic.

Limitation of the study

The main limitation of the study the article totally written on the basis of the secondary sources which may theoretical good but following in a practical manner it is not an easy task. Here we are considering only employees at workplace, it won't consider any one particular organization for the study; some of the concepts are same in all the organization.

Significance of Diversity and Inclusions at workplace

The importance of Diversity and Inclusion to at workplace.

- Diverse workforce drive economic development of at workplace to a large extent.
- Diversity at workplace captures a greater number employees to join in those particular organizations.
- A Diversity and Inclusion workforce reduces the employees' turnover in an Organization.
- Diversity helps to elicit talent among the employees at workplace.
- Diversity helps the Organization to face the competition and challenges in a society.
- Diversity is the key aspect for the development of an organization and also employees.
- Diversity is also very much helpful especially for women employees also their uplifting and make them self-sufficient.
- Diversity helps the Organization to develop the employees to a larger extent.
- Diversity makes the Organization fully potential.

Diversity alone does not move the entire organization forward; inclusion is an integral part for the organization success.

The importance of Inclusion at workplace

- Inclusion may create higher job satisfaction among the employees, so it is beneficial to an organization.
- By inclusion adopted in an organization will reduces the employee turnover, it may induce the employees retain in the organization.
- Because of an Inclusion an employees can be appreciated and motivated in their work it may increase the employee efficiency in their work.
- Adopt the diversity among the employees and give a place innovation which will bring different mind together, which will improve the creativity and innovation among the employees which is very beneficial to an organizations.
- Inclusion helps an organizations to solve the problems in a very creative manner
- An inclusive Intuition must be flexible and it is adjust to world's changes

- Inclusion makes the employer to select the best employee for the job and get the high performance.

Benefits of Diversity and Inclusion to an employees at workplace

Employees are the fixed assets to an organization and it will playing key role in every organizations. Employees are the brand ambassadors to an organization; they only develop and damage the image of an organization.

The benefits are intangible in nature, it can have the biggest value and lowest lower cost, these benefits are very essential to diverse the workforce.

- **Flexible working culture:-** It makes the employee feel free in an organization because of flexible working environment and culture, so whole heartedly they can work with full of satisfaction.
- **Wellness:-** In an every organizations an employer must looking for the employees and their financial positions. Because of this a financial and healthy employee work with a free mind without stress and more engaged more in innovative activity.
- **Career progress:-** lack of career progression opportunities is a key reason why some employees leave their jobs, throwing pay is not an answer, supporting career progression, opportunity, mentoring, training and development is the key for the success of an employee.
- **Supporting and enabling diversity and Inclusions:-** it will Make the employee self-sufficient to perform their job , and involve them self in the job.
- **Understand employee:-** By this Employer will understand the employees in a better manner.
- **Greater innovation and creativity:-** By adopting Diversity and Inclusion at workplace, there will be greater chance of innovations and creativeness by the employees which is reason for the Institution success.
- **Easier to Hire and Retain Talented:-** It will make an Employer to analyze the key talented employees at the time of recruitment and they will also take the steps to retain the talented employees with them.

Some of the Issues of Diversity and Inclusion at workplace

- **Lack of respect in the work place:-** Its common in each and every organization. So mutual respect among employees by accepting individual differences creating collaborative and productive work environment.
- **Conflict in an Institution:-** Conflicts may common at workplace because of lack of respect, religion, color it may create a conflicts, so, if an organization provides the diversified training which reduces the conflicts in a work environment.
- **Life style acceptance:-** It is a big issue at workplace, it is not right to adopt personal life style in a working place, now a day a Management provide extended benefits to alternative life style partners.
- **Ethnic and cultural differences:** - The difference may arise in a work place is ethnic and cultural discrimination. The diversified firm policies and training helps to overcome from these issues it may also acceptance and respect among a well-diversified employee at workplace.
- **Gender:-** Gender discrimination is the one of the oldest issue in each and every work place, so an Institutional Heads they have to pay priority is a good place to start in addressing and using the language used in a work place
- **Harassment:-** It is one of the big issue in the work environment and never be tolerated by the employees. So diversified policies may create the fear in the heart of the employees not to harass the any employees especially women employees at workplace.
- **Generational gap:-** It is common in every work place, so management people must build the bridge between different generational people. Let them to learn and establish team work from each generation.
- **Disabilities:-** The percentage of disability people are very rare in an Institution but it may be called as week employee. So by providing proper motivation and training and creating comfortable work environment to disability employees.
- **Consistency:-** Diversity and Inclusions are not exam or course which can be completing within a fixed period, it is a consistency which can be practiced daily in a work place, to creative positive and productive work environment

Case studies relating to Diversity and Inclusion at workplace

1. The role of diversity practice and inclusion in promotion and employee engagement by Stephanie.N and Lisa yanDerweff, Kecia.M. Thoma and victor (2015) in this case study the author describes the relationship between diversity practices and employee engagement and also describes the importance of inclusion in an organization.

The diversity which will increase employee trust and engagement. In recruitment they want to target minority groups who will go beyond diversity and inclusion and also concentrate on all the groups who will facilitate diversity and inclusion to inspire trust and enable an engaged workforce. In all over the work for engaged they will give top priority and it is also considered as the important factor and also they are recommending diversity and inclusion it is a right way for getting organization success.

2. Spectra Diversity: University diversity and inclusion background. The university measure the staff and faculty by using spectra diversity and inclusion profile to see that progress of diversity and inclusion perception in the view of faculty and staff by 3 different categories, i.e. management, culture, policy, practice and procedure, the result only slight changes in that survey they management asked the staff and faculty with open end questions, then the staff key suggestion is additional training is need to staff and faculty of an organization which will not only improve the staff and also the organization can be developed.

3. Diversity and social inclusion in Higher Education by UNESCO: Chair in community based research and social responsibility in higher education (2018) in this case study we analyzed the barriers in Indian Higher Education. Insight and experience of university also studied with different viewpoints and also what are implications can be adopted in Indian Higher Education. Here we can analyze the role of public and Higher Educational Institutions in particulars in gaining much importance here higher educational institutions need to acknowledge and respect the heterogeneity which exists in society, having the responsibility nurturing future citizen of the country. So higher education is expected to play important role in cementing the value of democracy by fathering inclusion recognizing and appreciating diversity building democratic societies.

4. Leading for Equity diversity and inclusion in the Higher Education by John Burkhard, Betty J. overtone are designed to enhance the leadership skill of professional interested in learning directional institutions of higher learning in a diverse democracy after the studying difference educational institutions they can find out the diversity and inclusion are core principles at their institutions. Learner will gain a better understanding how frame their own leadership goals contributes for the change in institutional demography.

5. Queen University Belfas: Good practices in response of cultural diversity by ChaireMcalynn (2008) here in this case study we are learning that how to respond to cultural diversity. We can find out by this it is relating to the integration of good educational practices from the different categories, pupils, support staff, teachers, and principals in a society not only facing the conflicts of protracted and also responding to the challenging of influx students who have chosen English as a additional language. We recognized that number of common characteristics of good practice emerging from these schools and also believe that diversity is enriches a recognitions of the need to move beyond and also integration of inclusion. They studied about curriculum, staffing, parental involvement, pupil voice; inter school learners, learning partnership. So all schools are increasingly accepting in diversity and inclusion their contribution.

Conclusion

Diversity and inclusion is a sizeable challenge for any organization, especially those that have previously been less diverse and demonstrably exclusive. Treating everyone fairly to nurture talent, imbuing the work culture with true inclusiveness and equality while bringing new services to an increasingly discerning diverse public is complex this article we study the benefits and importance, and some of the issues and suggestion to those issues we studied. The main aim of writing this article is what is the use of adoption of diversity and inclusion at workplace. Every organizations are playing very important role for the development of employees and also society. This article offers some concrete tips are designed to engage employees at all levels within the Organization. Remember it is important to commit to the process, value the thought and ideas of every one, and celebrate along the way. By Adopting Diversity and Inclusion at work place they work for the organization success, highly it is beneficial to an employee to an organizations. Now a day it is common that not only in our country all over the world diversity and inclusion are involved in every organizations, go face the global challenges and face the competition in home country with neighboring organizations.

References

1. <http://selectionpartners.com/bu//top-10-diversity-issues/atwork>
2. www.talentintelligence.com/inclusion and benefits of diversity in the work place
3. <http://ideal.com/diversity-and-inclusion>
4. [http://ferris.edu/html/administration/president/diversity.\(office/definition.html\)](http://ferris.edu/html/administration/president/diversity.(office/definition.html))
5. <http://www.globaldiversitypractice.co.UK/what-is-diversity-inclusion>
6. <http://business.linkedin.com/talent.solution/diversity/2017/50-ideas-for-cultivating-diversity>
7. <http://www.diversityjournal/+14154-10-way/employeescan-support-diversity-and-inclusion>

8. <http://trailhead.salesforce.com/modules/workplaceequal> diversity and inclusion.
9. Patrick blessing, creating a culture of inclusive in higher education, issue no. 43, nov 2016
10. Why Is Diversity and Inclusion in the Workplace Important? | Great Place To Work®
11. <https://www.greatplacetowork.com/resources/blog/why-is-diversity-inclusion-in-the-workplace-important>
12. <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion>
13. The importance of diversity and inclusion in the workplace by Bruno Boksic, (feb 14, 2023, HR Morning in an Voices of HR PODCAST.
14. Why diversity and inclusion in the workplace are important (hrmorning.com)
- 15.

Case studies

1. Case study of Cox media Group (2013) by prism international
2. Debittee, by stephanic N. Downy and Lisa yanderwerff, Kecia M. thoma and Victor (2015) The role of diversity and practice and inclusion in promotion and employee engagement.
3. Spectra Diversity : University Diversity and Inclusion Background
4. UNESCO: diversity and social inclusion in higher education (2018)
5. John Burkhard, Betty J. overton, Leading for Equity Diversity and inclusion in the Higher Education
6. Queen University Belfas: Good practices in response of cultural diversity by school of education by Chair Mcalynm (2008)