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WORKPLACE DIVERSITY AND INCLUSION: STRATEGIES TO ENHANCE EFFECTIVE IMPLEMENTATION AND BENEFITS TO ORGANIZATIONAL CULTURE

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Abstract

Three major concept of organisation success depends on the equal treatment of employees irrespective of their caste, religion, gender, sexual orientation. Diversity includes different people in difference of their ethnicity, socio economic background. It also includes people in working place should be treated with Respect, understand them and embodies it. People should feel of working in a peaceful working area. Major significant of the study is to analyse the playing of diversity and inclusion in the working place. The organisation clearly understood that, the changing global economic landscape is possible only with the understanding of two diversity values. The diversity value includes competitive advantage and moral requirements. This study focus on analysing the various literature reviews to find out the conversation on diversity and inclusion, study also helps to give more useful advice to the companies who are looking to get the inclusive workplace.

Keywords: Caste, religion, gender, sexual orientation, ethnicity, socio economic background.

Introduction

In today's Modernisation world, following DEI in workplace becomes paramount. Since the economy has moved to the globalised and inter-connected world, there is a need to have DEI. DEI is not a concept, where is a path on building a inclusive workplace. Diversity is represented in a team with larger conversation. Inclusion gives equal opportunity to access education, resources, opportunities etc. Thus everyone feels

important which adds equality in providing equal opportunities.

Diversity

Diversity in the workplace includes variety of experiences, perspectives that individual brings to the workplace

Types of Diversity

- Internal Diversity: It includes certain characteristics or a ability that a person

is born with certain Internal Diversity.
Ex: Sex, Race and Ethnicity.

- External Diversity: Any attributes which shapes the person's identity Ex: Appearance, Marital Status.
- Organisational Diversity: Different jobs, functions performed in the organisation based on their experience and specialisation inside the organisation.
- World view Diversity: Both Innovative and Inclusive work environment.
- Racial Diversity: Difference of racial and ethnic group.
- Gender Diversity: Difference of Gender
- Age Diversity: Multiple Age groups inside the organisation
- Cultural Diversity: Cultural Background
- Cognitive Diversity: Problem solving and creativity.

Equity

Equity is also like equality. Treating everyone equality with same needs and recognizes the people with their needs. Providing equal opportunities to get equal outcomes.

Components of Equity

Access : Giving same access with same opportunities

Opportunities : Equal chance for career advancement

Treatment : Fair treatment in policies

Outcomes : systematic Inequalities should be addressed.

Inclusion

It is a practice of giving environment which gives an individual or group to feel welcomed, respected and supported. An Inclusive workplace can diverse individual can fully participate within an organisation.

Components of Inclusion

Belonging : Everyone feels the sense of belonging

Participation : Making employees to participate in the decision making process.

Voice : Employees feel their contributions are valued.

Literature review

M. P., Randolph, S. D., Broome, M. E., & Carter, B. M. 2020 , This study gives the crucial role of diversity and inclusive in achieving high quality nursing education. The study identifies the common challenges across school of nursing (SONs), the need for a universal framework. SON community to respond to external events offering an action framework for enhancing society.

Corrington, A., Hebl, M., Stewart, D., Madera, J., Ng, L., & Williams, J. 2020, This study focus on seven groups, religious minorities or "nones," transgender and gender nonconforming individuals, those with differing political ideologies, undocumented immigrants, individuals with lower socioeconomic status, those with intersectional identities, and those aged 65 or older.

Kirton, G., & Greene, A. M. (2019) the research identifies four approaches taken by consultants in their discursive strategies with clients, shedding light on their nuanced

positioning within organizational and societal diversity discourses. The study suggest the practical implication of HR planning seeking to improve the legitimacy of diversity work within the organization.

Kuknor, S. C., & Bhattacharya, S. (2022) the study investigates the relationship between the inclusive leadership and organizational inclusion. The study shows the need for strategic alignment between inclusive leadership, organizational inclusion, and HRD.

May, M. (2023), Human resource development responded to diversity resistance and backlashes in the workplace. These can be developed with the understanding and acceptance of diversity, ultimately leading to more equitable and inclusive practices in the workplace.

Objectives of the study

1. To analyze the current points of diversity and inclusion in the workplace
2. To identify bbenefits of Diversity and Inclusion at workplace
3. To examine the effective Strategies for Promoting DEI
4. To Explore the Future challenges of DEI in the workplace

Diversity and Inclusion at Workplace

Diversity and Inclusive are different but actually it is inseparable. Employees may feel involved, empowered and trusted in the feel of life. The Employee will have the intention to leave the organisation, if their ideas, Pre-sense or contribution are not valued inside the workplace.

Benefits of Diversity and Inclusion at workplace

- Increased creativity: Diverse workplace brings new ideas and innovative solutions for the problems.
- Skills and Knowledge: Employees enhances their ability to adapt, learn and excel.
- Better Decision making: Comprehensive analysis of Problems.
- Employee Engagement: employees treated with respect and thus their contribution towards an increase of their morale, satisfaction and engagement.
- Increased Team Performance: Positive team innovation is performed is possible.

Benefits of DEI – when implementing these Initiatives

1. Adding Colour to Innovation and Creativity: The Employees from different background and experience collaborate together and likely to add colour to the Innovation and creativity in the workplace.
2. Unconscious Bias: The Stereotype and Prejudices that affect our actions and decision unconsciously.
3. Resistance to change: DEI initiatives give cultural changes inside the organisation which are not accepted by the employees because of their status ego.

Strategies for Promoting DEI

1. Leadership commitment: Every Leader should focus on their commitment through their immediate actions, decisions and proper communications.

2. **Training:** Equipping Employees skills though proper training which gives an inclusive environment.
3. **Continuous Education:** Giving awareness about diversity can reduce bias among employees which also gives positive environment.
4. **Internal Hiring Practices:** This culture brings fair and unbiased place which helps for diverse workplace.
5. **Employee Resource Groups [ERGs]:** ERG is a voluntary group which runs inside the workplace. They provide good support, networking, opportunities and address, DEI issues.

Future of DEI in the workplace

1. **In DEI Practices:** DEI strategies need to be used by the organisation, so that they will be informed about the recent trends and thus they will go for innovation.

2. **DEI with Business Strategy:** DEI will be used with the energy aspects of business and it will guide for the overall business strategy.
3. **Technology:** Virtual training programs will be used for the recruitment tools and thus it helps to overcome the barriers of technology.

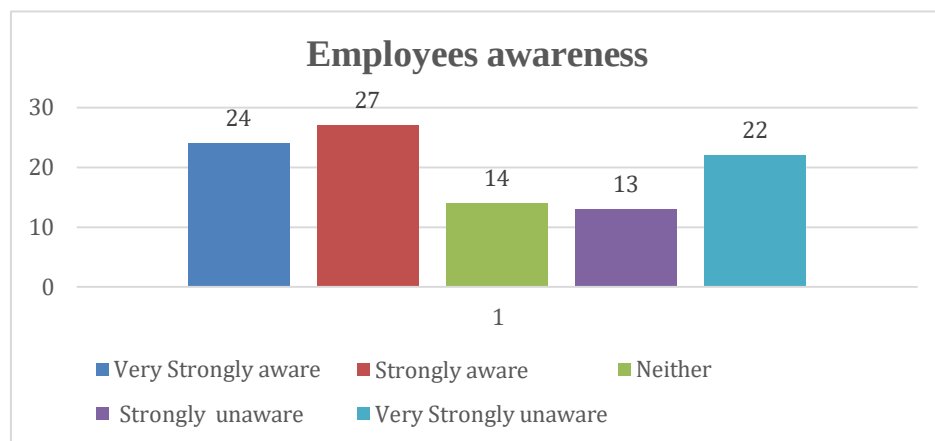
Research Methodology

- **Sampling Technique:** Survey Methodology is adopted for the study with a sample size of 100 employees.
- **Target population:** Employees across hierarchy including individual contributors, managers, executives, from various sectors like technology, finance, healthcare and retail sector.

Data Analysis and Interpretation

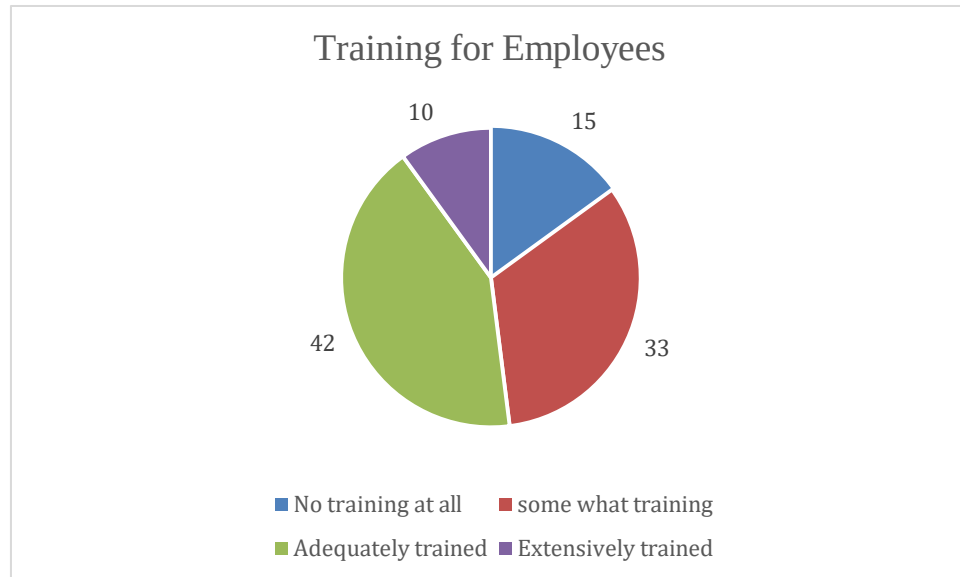
Percentage Analysis

Q1. How far do you believe that employees are aware of the importance of diversity and inclusion in the work place?



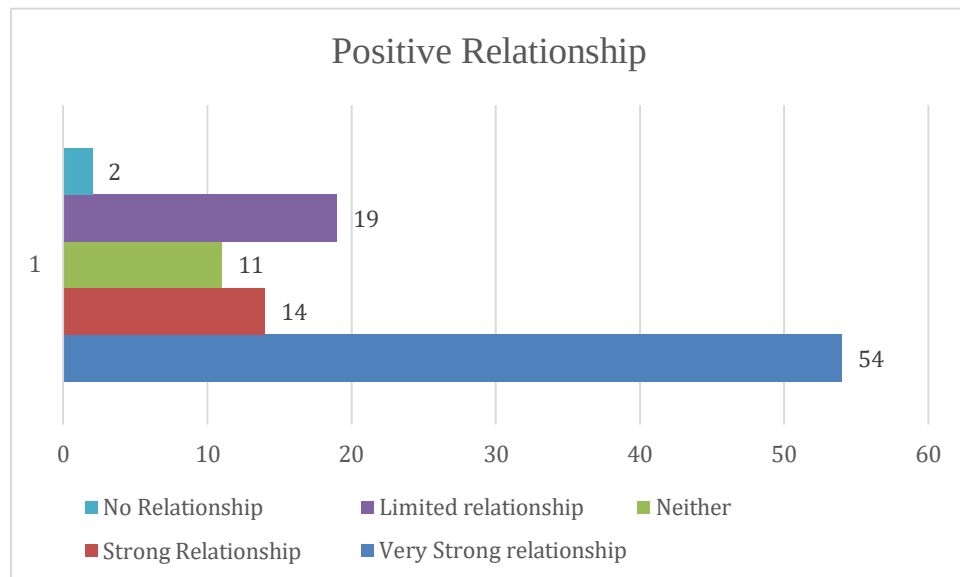
22% of them are very strongly unaware of the importance of diversity, 24% are very strong aware of the diversity and 27% are strongly aware.

Q2. How often your employees are trained on diversity and inclusion in your organization.



42% of the employees are adequately trained about the diversity, and 10% are extensively trained.

Q3. How far do you agree that the inclusive environment for the employees brings positive relationship with clients and customers?

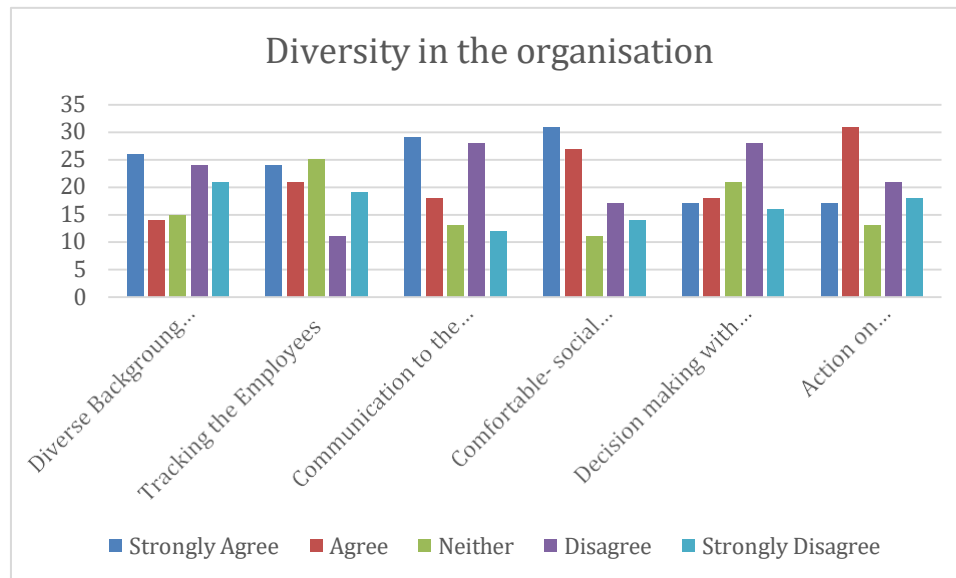


54% of the organization feels that inclusive environment brings positive relationship between employees with clients

& customers. 2% does not have any relationship.

Q4. Diversity and how it is functioning inside the organization. These are given in terms of Diverse Background brings equal opportunity to the employees, Tracking the

Employees, Communication to the employees, Comfortable- social background, Decision making with your team and Action on discrimination



26% shows that diverse backgrounds have equal opportunities for advancement within the organization, 24% shows that organization tracking and measuring progress of an employee in achieving diversity and inclusion goals, 29% shows that organization communicate its diversity and inclusion policies to employees, 31% shows that comfortably can you talk about your social and cultural background in the workplace, 28% disagrees with the decision-making processes within your team or department, 21% disagrees that organization take appropriate action to address incidents of discrimination or bias.

Regression Model

How far do you think that the organization has included in decision-making processes within your team or department?

The regression model was statistically significant: $F(4, 96) = 12.61, p$

$< .001$ $R\text{-squared} = 0.346$. The results indicate that employees who receive more training on diversity and inclusion are likely to have higher perceived feelings of inclusion in decision-making processes. Leadership commitment also shows a positive significant effect on inclusion. Approximately 30% of the variance in perceived inclusion is explained by this model.

Conclusion

This study was carried to find the current state of diversity and inclusion in the organization to identify the gaps and challenges, analysis portion helps to get more inclusive cultures. Most respondents do not believe opportunities for advancement are truly equal across diverse demographic groups, indicating lingering gaps between principles and actual inclusion. Stimulating Diversity, equity and

Inclusion in workplace is an important strategy which brings organisation to get the talent pool, brings innovation, which in turn brings employee satisfaction. Thus it helps for the employee retention. Creating an opportunity inside the organisation where employee feel valued and highly satisfied and it brings better decision making and gives improved performance.

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