

# Effect of Equal Opportunity and Employee Performance: An Analytical Review

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## **Abstract:**

This article's goal is to examine the subject of equal employment chances in the hiring and selection procedures for HR. This study is done since both HR managers and applicants are involved in these processes. Individually between them. So, in the a forementioned steps, it will be decided whether both parties concur on the existence of this notion. Equitable employment opportunities are essential for any company and are a major factor in luring talented workers. Equal opportunity for all workers is one of the key pillars for attaining social justice in the workplace. Because of this, equal opportunity is more than just a claim to be made; In this regard, one of the main objectives of this work is to examine and analyse the empirical literature on the impact of employee equality on performance based on earlier research done by the authors.

**Keywords:** Equal Employment, HR managers, equal payment, performance

## **Introduction**

Based on the alterations in the world's history and present that have increased rivalry among organizations of all types, dimensions, and orientations. These organizations were compelled to search for the best ways to increase employee performance by emphasizing the human element as the foundation for transforming assets from depreciation to vitality and competition, Equal opportunities within the mechanisms used to increase employee performance to meet the organizational strategic goals.

In this regard, firms in developing nations must aim to foster an atmosphere that offers opportunity for all employees in the workplace and avoids or minimises barriers and discrimination based on origin, gender, and other factors. In order to raise the calibre of services given by the company, they must also endeavor to enhance the capacities and competencies of their staff. A number of decades of anti-discrimination laws have shown the value of enterprise-level effort to end direct and indirect discrimination, encourage diversity, and provide equitable access to opportunities for all employee groups. "Equal opportunity means the straightforward distinction between all members of the family in different fields, the nature of work in various fields, and equal opportunities in a society is one of the skills that help to achieve social justice and close the gap between all segments of society," says the dictionary. It has contacted international organizations and human rights groups to request that equal opportunity be included as one of the fundamental human rights.

## **EQUAL EMPLOYMENT OPPORTUNITIES:**

In businesses, associations, and nonprofit organisations, equal opportunity refers to the accessibility of jobs, promotions, and other chances to all people.

The idea of equal employment chances is based on rules and regulations that are in place within a nation and which ensure that no one is subjected to discrimination for any reason when looking for a job. Given the variety of the workforce and the globalisation of the economy, it is particularly crucial. Additionally, this idea was developed as a result of long-standing discrimination against workers in the past, in which men and women with the same or similar jobs were paid differently, people of a certain ethnicity were prevented from advancing in their careers or from obtaining certain job positions, and so on.

While frequently acknowledged, employer discrimination's impact on labour market matching is difficult to measure (McGinnity and Lunn 2011)

The idea often plays a crucial role in all workplace and organisational operations as well as in the organization's policy. On the basis of efficiency, it has been convincingly argued that shifting accountability for attaining equality goals to organisations is necessary since doing so connects environmental factors to organisational procedures.

### **Review of Literature:**

Performance, according to Durga (2017), is the act of carrying out a job or achieving a goal. He continues, "Employee performance is how successfully an employee carries out the responsibilities of his or her work in order to produce positive outcomes."

"After human resource planning is complete, the recruiting process—which is described as the act of putting together a group of competent applicants for open positions inside organizations—should get under way. Recruitment will involve an effort to identify a diverse candidate pool with the required qualifications and potential in both professional and non-professional fields, and to inform them of the career possibilities that are now accessible. "Employment equality is significant and strongly desired in the workplace to ensure that employees are treated fairly by employers. Therefore, promoting equality among employees is a continuous process used by employers or managers to find and eliminate all forms of injustices and barriers, such as the organization's employment policies, employee promotions, and policies relating to equal pay based on a person's qualifications and experience.

Indeed, the idea of equality of opportunity presupposes that it is unjust if circumstances outside of a person's control have a substantial impact on their opportunities in life. Legal equality of opportunity can be justified as a way to improve people's prospects in life and as a way to improve society as a whole. In addition, those qualified and talented people are the only ones with the capacity to make positive changes in their society and their workplace, according to proponents of equality of opportunity, who link it to a meritocratic system in which those who are most talented and ambitious are rewarded the most, regardless of their socioeconomic background.

Ahmed's (2016) study on "the impact of gender diversity on the research quality of higher education institutions in the United Kingdom" contends that, despite prior research showing significantly lower publishing productivity among female researchers, gender diversity may have a positive effect on institutional research quality because of potential synergistic effects.

It was discovered via the use of multiple panel regressions that gender diversity appears to have a detrimental effect on the calibre of research when other characteristics are not taken into account. This impact is eliminated when pertinent control factors, such as the size, focus, and maturity of the institution's faculty, are included. The effects of gender diversity were the same across all scientific areas, too.

**Objectives:**

1. The Value of Equal Opportunity Provision Within a Company
2. How HR Departments Manage Equal Employment Opportunity?

**Relationship between equal opportunities and employee performance:**

Employees are often worried about the rising consequences of workplace injustice and its detrimental effects on job outcomes. According to a number of studies, treating employees unfairly when it comes to hiring, performance reviews, selection, and remuneration has a detrimental effect. The goal of equal training opportunities is to develop new skills and enhance employee performance to meet company objectives.

On the other hand, employees who have received training will be familiar with their work requirements, possess the abilities necessary to do their jobs successfully, and be able to use new technologies. On the other hand, employees who have received training will be familiar with their work requirements, possess the abilities necessary to do the job properly, and be able to use new technologies. Their level of motivation will therefore rise, which will help improve performance, the workplace, and management behaviour. The organization's objectives will be easier to attain as a consequence of maximised performance. Performance is the foundation of competitiveness, and training for equality among employees in an organisation is closely tied to performance. Every company wants to compete with its rivals, and the only way to achieve that is to raise staff performance levels, according to logic.

**The Importance of the Provision of Equal Opportunities within an Organization****1. Promotes Diversity:**

A company's workforce is made up of people from a variety of origins, ethnicities, races, genders, and other categories. This workforce is referred to as diversified. Equal opportunity in the workplace is closely related to diversity.

This makes it possible for people to challenge the conventional thought patterns that are prevalent in the business environment. It lessens discrimination and fosters a welcoming workplace.

**2. Right Developmental Opportunities:**

Workers aim to grow and learn throughout their careers. They do not wish to halt their expansion. You must comprehend their demands in your role as a leader.

Giving everyone a fair shot at work is one of the finest ways to promote growth.

**3. Good Organizational Reputation:**

Consumers are always searching for businesses with great brand reputations. You need an employee-centric work culture to establish that reputation. It aids in building a significant market presence.

A solid reputation is developed over time. Giving people equal opportunity might hurt your brand in the modern world.

**4. Elevated Employee Engagement:**

For businesses, employee engagement is a top priority. Nevertheless, the majority of engagement-focused approaches are outmoded and ineffectual. Your efforts may not get as far as you'd want as a result. As a

result, it's necessary to try new things sometimes. Equality of opportunity in the workplace is one such idea.

## Results and interpretation:

### 1. Nationality discrimination:

Statement	No of respondents
In the job application, the candidate should state his/her nationality.	20
After completion of the selection process, the candidates are selected regardless of their nationality	10
The preferable nationality is listed in the job advert for many vacancies.	10
After completion of the selection process, the candidates are selected regardless of their nationality.	10

### 2. Gender and Sexual Orientation Discrimination

Statement	No of respondents
The companies determine the gender of the desired candidate in advance	30
. The homosexuals are discriminated in the selection process.	10
After completion of the selection process, the candidates are selected regardless of their gender and sexual orientation.	10

### 3. Discrimination of people with disabilities

Statement	No of respondents
The company is adapted for circulation of people with disabilities	30
People with disabilities are not discriminated in the selection process	20

**4. Discrimination when it comes to political affiliation**

Statement	No of respondents
In the recruitment process, the candidates have applied regardless of their political affiliation.	20
After completion of the selection process, the best candidates are selected regardless of their political affiliation.	10
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After completion of the selection process, the best candidates are selected regardless of their political affiliation	10

**5. Age Discrimination**

Statement	No of respondents
I did not get an interview invitation many times due to the fact that my profile does not match the desired age of the employer.	20
Although I have all needed qualifications, my job application has been rejected due to the fact that a younger person matches this vacancy	20
The affirmative measurements from the Government for people older than 50 are used by my company	5
After completion of the selection process, the best candidates are selected regardless of their age	5

**CONCLUSION:**

By considering all of the research's findings, it can be said that HR managers in businesses typically believe they carry out their duties effectively and hire only the best employees. Whilst opinions vary among those who have gone through the recruiting and selection procedures, many feel that the notion has not been sufficiently upheld. of bias and discrimination on any basis during the recruitment and selection process.

It has been determined that when it comes to nationality discrimination, HR managers in companies in still struggle to choose the best applicant for the position, especially when the selection process takes into account the presence of the mandatory national proportional represent, even though they disagree with the statement that it is necessary to indicate the nationality in the application. a national system of proportional representation, especially in public institutions. Due to the diversity of nationalities represented in public institutions, it frequently occurs that the best applicant with the required abilities is not chosen.

Moreover, discrimination based on gender and sexual orientation exists. The applicants are chosen based on conventional mental models even if there are no legal barriers.

A legislation on enabling the employment of persons with disabilities exists, however the businesses still do not provide enough fundamental working conditions for people with disabilities. The study comes to the conclusion that this idea has not been used as well as was anticipated. Yet, the findings show that there is still prejudice towards those with impairments. Several candidates frequently withhold their job applications for the competition issued by a public institution unless they are members of the relevant political party due to prejudice and party allegiance. In terms of candidate selection, neither HR managers nor applicants—both employed and unemployed—are certain that the best candidates are chosen without regard to political affiliation. The age of the applicants is the most recent factor for job discrimination that has been studied. In terms of easing the circumstances of those who are unemployed.

### **RECOMMENDATION:**

The following suggestions are drawn from the conclusions presented:

To ensure that every person, regardless of ethnicity, has access to equitable job opportunities.

If there is no specific need for it and it has no bearing on the nature of the work, the gender of the ideal applicant should not be included in the job advertisements.

The businesses should offer persons with disabilities possibilities for adaptive communication as well as accessible entrances and the freedom to roam around their facilities.

For their HR managers, businesses should host a variety of seminars on this region in order to alter conventional mental models and increase knowledge of equality in the hiring and selecting process as a means of enhancing the company's success.

Equal employment chances should be provided by employers, regardless of the age of applicants, or qualified professionals should be hired based on their skills rather than their age.

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