

# Impact of Diversity Management on Work Behaviour: Hrm Role

S. Subashni<sup>1</sup>, Dr. S. Pougajendy<sup>2</sup>

<sup>1</sup>MBA Student, Department of Management Studies (MBA), Sri Manakula Vinayagar Engineering College (An Autonomous Institution), Madagadipet, Puducherry-605107.

<sup>2</sup>Professor, Department of Management Studies, Sri Manakula Vinayagar Engineering College (An Autonomous Institution), Madagadipet, Puducherry-605107.

## ABSTRACT

The study aims to determine the relationship of workforce diversity with the intention of employees to develop them and the broad performance of the organization. This study explores the multifaceted relationship between diversity management initiatives and work behaviour within organizational settings. With the global workforce becoming increasingly diverse, organizations are recognizing the importance of fostering inclusive environments to leverage the unique perspectives and talents of employees from various backgrounds. The research investigates the strategies and practices employed by organizations to manage diversity and their influence on employee behaviour. Hypotheses are developed and a research framework is prepared with a view to explore the stated relationship. A self-administered questionnaire was employed for accumulating primary data and correlation analysis was used to comprehend the relationship among the variables. Positive relationship of diversity management was recognized with both organizational performance and employee development. The study can be helpful for the business administrators to ascertain the need of diversity management so that a sound environment of accepting changes can be ensured and organizational environmental performance can be boosted.

**Keywords:** Diversity, diversity management, employee development, employee growth, organizational performance

## INTRODUCTION

Diversity management refers to organizational conduct that aims to promote lesser addition of workers from different backgrounds into an association's structure through specific programs and Organizations are espousing diversity strategies as a response to the growing diversity of the pool around the world. Diversity management has attracted great attention of academics, interpreters and organizational experimenters over the last many decades. Diversity management has attracted great attention of academics, interpreters and organizational experimenters over the last many decades. The changing demographic composition of the pool, the adding social perceptivity to ethical enterprises, and the overall consequences of globalization are compelling more and more associations to deal with diversity management.

The conception of diversity started in North America in the mid-1980s, spreading to other corridors of the world subsequently. Also United States President, Ronald Reagan, firstly pledged to strike the equivalency and affirmative action laws that were viewed as legal constraints. Equality and affirmative action workers

presented the argument that diversity operation should be seen as a competitive advantage to US companies rather than as legal constraints. The discussion attracted exploration into the conception of diversity and the benefits of diversity operation. The globalization of the world frugality and the spread of transnational pots brought a new twist into the conception, in that diversity operation doesn't solely relate to the diversity of the pool in one country but to pool composition across countries.

## OBJECTIVES

- To identify the safety measures provided in the organization.
- To identify the group - cohesiveness among the employees.
- To find the impact of training and performance.

## REVIEW OF LITERATURE

Diversity training at the workplace has a significant effect for ethnic minorities job satisfaction, perceived workplace discrimination, and turnover intentions. Perceived workplace discrimination furthermore mediates the relationship between job satisfaction and turnover intentions (**Waight and Madera, 2011**) This study delves into how social identity within diverse workgroups can influence safety behaviours. It discusses the role of inclusive practices and diversity management in fostering a sense of belonging and shared responsibility, which are crucial for implementing and adhering to safety measures. (**Shore, Lynn M.; Randel, Amy E.; Chung, Biyu, 2011**)

With the decline in unionism over the past two decades, new non-union voice mechanisms have been encouraged by governments and employers (**Benson and Brown, 2010**). However, unions have traditionally ignored the voices of non-mainstream employees, and scholars and practitioners' focus on mechanisms for employee voice does not always take into account the missing voices of diverse employees.

**Childs (2005)** additionally adds that any business that needs achievement, competitiveness and sustainability ought to include diversity program into their day-to-day business practices. Large corporations have seen the need of market growth, competitiveness, sustainability and overall continued existence. The acceptance of diversity and the integration into their strategic plans and goals is just as significant as monitoring and leveraging possessions such as raw materials, oil and technology. Inside organizations, the management of diversity is a procedure of creating and maintaining a prejudice free workplace. Diversity is a promise towards recognizing and appreciating the diversity of individuality that make persons unique in an atmosphere that encourages and celebrates person and combined achievement. While organizations gain from the increased trust that comes from giving employees voice and influence (**Pfeffer and Veiga, 1999**), at least some managers may be unwilling to share power and control.

**Cox, Taylor Jr (1994)** work is foundational in understanding how cultural diversity influences various aspects of organizational functioning, including safety measures. He explores the impact of cultural differences on workplace dynamics, including safety protocols and how diversity management strategies can enhance safety awareness and adherence.

## RESEARCH METHODOLOGY

The research challenge can be approached methodically using research methodology. It's a detailed figure of how data will be gathered and analyzed for a disquisition shot. disquisition methodology can be allowed of as the scientific study of how disquisition is conducted. It might include a wide range of disquisition

systems, from straightforward description and examination to the design of complex trials. A clear ideal handed the base of design of the design. Since the main ideal of this study is to study the hand retention factors it was decided to use descriptive disquisition design including, check and fact- chancing enquiries of different kinds, which set up out the most suitable design in order to carry out the design.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE 1 SHOWING CHI-SQUARE ANALYSIS**

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.050 <sup>a</sup>	4	.399
Likelihood Ratio	4.698	4	.320
Linear-by-Linear Association	.092	1	.762
N of Valid Cases	107		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is .42.

**TABLE 2 SHOWING CORRELATION ANALYSIS**

Correlations			
		GOALS AND OBJECTIVES	COMMON GOALS
GOALSANDOBJECTIVES	Pearson Correlation	1	.029
	Sig. (2-tailed)		.768
	N	107	107
COMMONGOALS	Pearson Correlation	.029	1
	Sig. (2-tailed)	.768	
	N	107	107

**TABLE 3 SHOWING CHI-SQUARE ANALYSIS**

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	27.120 <sup>a</sup>	3	.000
Likelihood Ratio	17.062	3	.001
Linear-by-Linear Association	14.095	1	.000
N of Valid Cases	107		

a. 5 cells (62.5%) have expected count less than 5. The minimum expected count is .56.

**FINDINGS**

• **CHI-SQUARE ANALYSIS**

- **(H0):** There is a no significant association between visible signs and safety drills.
- **(H1):** There is a significant association between visible signs and safety drills.
- **Result:** There is a significant association between visible signs and safety drills. Therefore, (H1) is accepted.

### • CORRELATION

- **(H0):** There is a no significant relationship between team's goals and objectives are clearly communicated and satisfaction of team in working towards common goals.
- **(H1):** There is a significant relationship between team's goals and objectives are clearly communicated and satisfaction of team in working towards common goals.
- **Result:** The team's goals and objectives are clearly communicated and satisfaction of team in working towards common goals has a significant linear relationship ( $r=.768$ ,  $p>.001$ ). since **Pearson Correlation** value is 1, it indicates a **"Positive Correlation"** between team's goals and objectives and satisfaction of team.
- **CHI-SQUARE ANALYSIS**
- **(H0):** There is a no association between participation in training programs and day-to-day work.
- **(H1):** There is a association between participation in training programs and day-to-day work.
- **Result:** There is no significant association between participation in training programs and applying of knowledge and skills learned from day-to-day work. Therefore, (H0) is accepted.

### CONCLUSION

The impact of diversity management on work behaviour is a multifaceted and dynamic process that significantly influences organizational dynamics. Organizations that effectively embrace diversity management enterprise tend to witness positive changes in work behaviour among their workers. By fostering an inclusive and indifferent environment, diversity management contributes to bettered hand engagement, increased creativity, enhanced problem- working capabilities, and better overall performance. likewise, it promotes a sense of belonging and reduces cases of demarcation, creating a plant where individualities from different backgrounds feel valued and admired. still, successful perpetration requires ongoing commitment, education, and artistic metamorphosis within the association. In substance, the positive correlation between diversity operation and work geste underscores its significance as a strategic imperative for associations seeking sustained success in moment's different and globalized pool.

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