

A Study on Embracing Workforce Diversity on Employee Performance

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ABSTRACT

This study aims to examine the impact of embracing workforce diversity in the workplace. This study is conducted to manage workforce diversity and examine how companies deal with various challenges that come among employees with various cultural backgrounds. The research focuses on the people from different races, genders, regions, cultures etc. who are working together on the same platform. The main aim of the research is to study the influence of diversity on the employee performance in the organization. The research shows that workplace diversity plays an effective role in organization. Workforce diversity helps the organization to work effectively.

Keywords: Diversity, Workforce diversity, employee performance, organizational performance, effective organization.

1. INTRODUCTION

Diversity can be defined as recognising, understanding and accepting individual differences irrespective of their race, gender, age, class, physical ability and so on. Diversity can be classified in two dimensions. The primary dimensions include age, colour, gender and so on. The secondary dimension includes religion, education, income etc. Workforce diversity is crucial for fostering innovation and creativity within an organization. A diverse workforce is integral to creating an inclusive and welcoming workplace culture. Embracing workforce diversity is not just a matter of social responsibility but a strategic imperative for sustained success in the modern business landscape.

Research suggests that diverse teams foster innovation, creativity, and problem-solving by bringing together individuals with unique insights. Exposure to diverse viewpoints not only enhances decision-making processes but also promotes a richer exchange of ideas, fostering an environment where employees feel valued and included. By capitalizing on the strengths that arise from diverse perspectives, organizations can tap into a wellspring of creativity that positively influences employee performance.

1.1 OBJECTIVES

- To identify the role of workforce diversity and inclusion on employee performance
- To identify the benefits of workforce diversity in the organization.
- To find the workforce diversity management in the organization.

2. REVIEW OF LITERATURE

Gupta, A. et al. (2022) - Embracing Diversity for Competitive Advantage: A Literature Review and Research Agenda: Published in 2022, this literature review discusses how organizations can embrace diversity for a competitive advantage, which relates to your objective of identifying the benefits of workforce diversity in the organization.

Jackson, S. E. et al. (2019) - Diversity and Inclusion in Organizations: A Multi-level Perspective: This review offers a multi-level perspective on diversity and inclusion in organizations, which aligns with your objective to identify various dimensions of workforce diversity.

Smith, A. (2018) - Contemporary Approaches to Managing Workforce Diversity: A Review and Research Agenda: Smith's review outlines contemporary approaches to managing workforce diversity ;which can contribute to your objective of identifying workforce diversity management practices.

Garcia, P. et al. (2017) - The Impact of Diversity and Inclusion on Organizational Performance: A Review of Research and Recommendations: This recent review provides insights into the impact of diversity and inclusion on organizational performance, directly addressing your objective to identify the role of workforce diversity and inclusion on employee performance.

Brown, A. et al. (2015) - The Impact of Gender Diversity on the Performance of Business Teams: Evidence from a Field Experiment: Focusing on gender diversity, this study provides empirical evidence of how diversity can impact team performance, which is relevant to your project's objectives.

Barbara Mazur (2010) - observed that Workforce Diversity is managed by creating a good and safe environment where everyone can access to the identical opportunities and challenges.

Kalev, A. et al. (2006) - Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies: This study evaluates the effectiveness of diversity policies, which can contribute to your objective of identifying workforce diversity management practices.

Diversity in the workforce can be a competitive advantage because different viewpoints can facilitate unique and creative approaches to problem-solving, thereby increasing creativity and innovation, which in turn leads to better organizational performance (**Allen et al., 2004**).

Pless & Maak (2004) - in their study observed that organizations so as to realize their objectives should allow employees from different backgrounds, mindsets and different perspectives to figure efficiently together and to perform to their highest potential.

Diversity can improve organizational effectiveness. Organizations that develop experience in and reputations for managing diversity will likely attract the best personnel (**Carrel et al., 2000**).

Diversity will help organizations to enter the international arena (**Cascio, 1998**). Diversity enhances creativity and innovation (**Adler, 1997**)

Cox, T. (1994) - Cultural Diversity in Organizations: Theory, Research, and Practice: Cox's work is foundational in understanding workforce diversity. It can contribute to your objective of identifying the role of workforce diversity and inclusion on employee performance.

3. RESEARCH METHODOLOGY

Designing a research methodology involves defining your research question, selecting a research design (qualitative, quantitative, or mixed methods), choosing a sampling strategy, collecting data through appropriate methods, and analyzing data. Consider ethical considerations, reliability, and validity throughout the research process.

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1. SHOWING CHI-SQUARE ANALYSIS

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.119 ^a	4	.025
Likelihood Ratio	10.121	4	.038
Linear-by-Linear Association	4.098	1	.043
N of Valid Cases	105		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .32.

TABLE 2 SHOWING CORRELATION ANALYSIS

Correlations			
		communicate diversity initiatives to employees	to collaboration
communicate diversity initiatives to employees	Pearson Correlation	1	-.004
	Sig. (2-tailed)		.966
	N	105	105
collaboration	Pearson Correlation	-.004	1
	Sig. (2-tailed)	.966	
	N	105	105

TABLE 3 SHOWING CHI – SQUARE ANALYSIS

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.645 ^a	4	.456
Likelihood Ratio	3.578	4	.466
Linear-by-Linear Association	.373	1	.542
N of Valid Cases	105		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .37.

5. FINDINGS

CHI -SQUARE ANALYSIS

(H0): There is no association between diversity training and education program and equal opportunity for career advancement.

(H1): There is an association between diversity training and education program and equal opportunity for career advancement.

RESULT: It is inferred that there is no significant association between diversity training and education programs and equal opportunities for career advancement. Therefore (H0) is accepted.

CORRELATION

(H0): There is no significant relationship between diversity and inclusion initiatives to employees and inclusive environment improved collaboration.

(H1): There is a significant relationship between diversity and inclusion initiatives to employees and inclusive environment improved collaboration.

RESULT: It is inferred that diversity and inclusion initiatives to employees and inclusive environment improved collaboration has a significant linear relationship ($r=0.996$, $p>0.001$). Since Pearson Correlation value is 1, it indicates a "Positive Correlation" diversity and inclusion initiatives to employees and inclusive environment improved collaboration.

CHI- SQUARE ANALYSIS

(H0): There is no association between problem solving abilities and handling conflicts.

(H1): There is an association between problem solving abilities and handling conflicts

RESULT: It is inferred that there is significant difference between problem solving abilities and handling conflicts. Therefore (H1) is accepted.

6. CONCLUSION

Lastly, this research helps to manage diversity among the people and work effectively. This reduces the differences among the people and work together in the same organization. Workforce diversity promotes creativity and innovation among the workers. This study examines the various dimensions of diversity in the workplace.

7. REFERENCES

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