An Empirical Study on The Managing Diversity and Equity in The Workplace with Reference to Titan Company – (Watch Division) At Hosur

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Abstract: *The constructs of diversity and equality exist in literature; however, it is the purpose of this article to unpack findings from managing diversity and equality issues in the workplace with perspectives from the Titan Company. It aims at addressing questions relating to whether there is an equal treatment legislation in Titan Company and its content, whether there are public debates about diversity and equity, whether the is highly importance to disabled peoples. empirical research relating to diversity and equality as well as the relationship between diversity and equal treatment. Empirical evidence exists in the organisational and human resources management research, where there are knowledge gaps relating to limitations of balancing diversity and equality. In terms of research methodology Descriptive research design is used to know the characteristic features of the respondents and the simple random sampling was used for the research. The primary data was collected with the help of a structured questionnaire with multiple options with a sample size of 100 employees from Titan Company, Hosur. The collected data was analysed using statistical tools like chi square, percentage and one way anova with the use of SPSS. The findings highlight that the company is aware of unconscious bias with leads to the great creativity and innovation. As the suggestion the organization should focus on creating fair opportunities among employees.*

Key Words: *Diversity, equity, fair opportunity, unconscious bias, workplace.*

1. INTRODUCTION

In order to thrive and acquire a competitive advantage, global corporations now have an increased need to address diversity and equity issues. Employers are now faced with managing diversity concerns from both a human resources and organizational standpoint as the workplace has gradually become more varied. This study contributes to our understanding of the management of diversity and equity in the workplace by linking leadership, performance evaluation and equal compensation, and affirmative action (AA) and equal employment opportunity People from various countries now interact with one another more frequently as a result of globalization. Due to higher completion globally, this has greatly enhanced workforce mobility. Because of globalization, businesses now view diversifying their projects as a competitive advantage. It is crucial for management to make the most of and capitalize on workplace diversity. As the workplace changes and evolves, businesses and their management must modify their employees. Human resource managers must change to accommodate a diverse workforce since managing diversity and equity is an important organizational problem

Objectives of the study:

❖ To know that people's differences are valued.
❖ To track whether the company has a scope for diversity
❖ To find out the factors affecting the diversity and equity in workplace
❖ To understand whether the Employees of different backgrounds are treated fairly in the internal promotion process.
❖ To examine whether the leadership at this company treats all employees fairly.
❖ To know the career opportunity given to their employees
❖ To find out whether the equally treated disability peoples in the organization

Scope of the Study:

The scope of the study on managing diversity and equity in the workplace will be focus on the investigating the employees on their opportunity, the scope for the diversity, to know how the leadership treats the employees, and how

the employees of the different background are fairly treated in the internal promotions. It also includes whether the company have the awareness on the managing the bias, by using appropriate measures, data collection methods, and statistical analyses.

2. LITERATURE REVIEW

(Nisha Nair and Neharika Vohra ,2015) The discourse on diversity has seen a shift to that of inclusion. While there is a rich body of research in the area of diversity, inclusion has emerged as a fairly recent area of exploration and the varied meanings and interpretations of the terms make it ripe for examining the literature on diversity and that of inclusion to offer a deeper and nuanced understanding of their meanings and conceptualizations. This review in attempting to do the same also examines the inter sectional ties of leadership with diversity and inclusion, and offers insights for taking the research forward. Diversity is leveraged through inclusion, which requires employees to feel valued and included by an organization. It calls for simultaneously recognizing differences and overcoming them, by valuing differences in and across people in organizations. Central to the discourse on diversity is the principle of fairness and justice. Individuals have a need to belong, to be appreciated, to be treated fairly, and to be acknowledged from whatever source or basis they derive their identity from. Arguably, when organizations invest in diversity, they stand to gain, in both apparent and economic ways but also in other subtle forms of stronger allegiance, greater well-being and respect that they command in the process (Shore et al 2011) A great deal of research has focused on work group diversity, but management scholars have only recently focused on inclusion. As a result, the inclusion literature is still under development, with limited agreement on the conceptual underpinnings of this construct. In this article, the authors first use Brewer's optimal distinctiveness theory to develop a definition of employee inclusion in the work group as involving the satisfaction of the needs of both belongingness and uniqueness. Building on their definition, the authors then present a framework of inclusion. Their framework is subsequently used as a basis for reviewing the inclusion and diversity literature. Potential contextual factors and outcomes associated with inclusion are suggested in order to guide future research.

3. RESEARCH METHODOLOGY

Research methodology and sampling plays a crucial role in determining the result of a project, in this study, descriptive analysis was carried out and the respondents working in the Manufacturing plant are considered. Sample size has been confined to about 100 respondents in Titan Company. Simple Random sampling technique were used for the study.
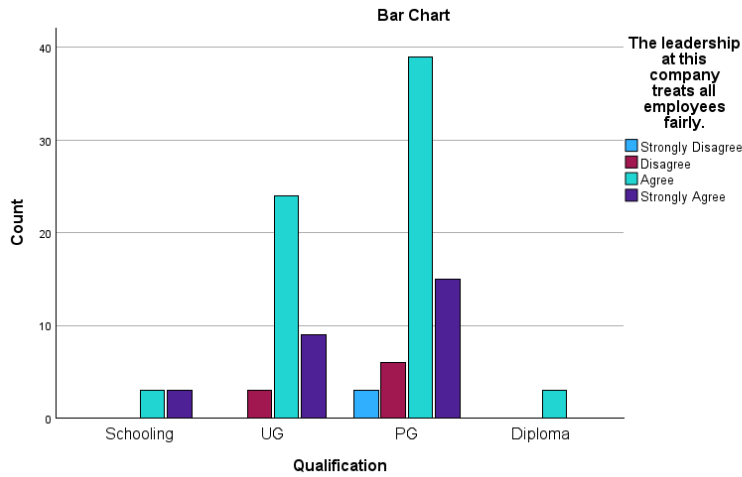
Tools Used

- Chi-Square Analysis

- Percentage

4. CHI-SQUARE TEST FOR ASSOCIATION BETWEEN QUALIFICATION AND LEADERSHIP

Null Hypothesis (H0): There is no significant difference between qualification and leadership. Alternative Hypothesis (H1): There is significant difference between qualification and leadership

Qualification * The leadership at this company treats all employees fairly. Crosstabulation								Chi square value	P Value
			The leadership at this company treats all employees fairly.						
			Strongly Disagree	Disagree	Agree	Strongly Agree	Total		
Qualification	Schooling	n	0	0	3	3	6	6.161a	0.724
		%	0	0	3	3	6		
	UG	n	0	3	24	9	36		
		%	0	3	22	8	33		
	PG	n	3	6	39	15	63		
		%	3	6	36	14	58		

	Diploma	n	0	0	3	0	3		
		%	0	0	3	0	3		
Total			3	9	69	27	108		

Bar Chart

Interpretation:

Table 1 shows the association between the qualification and leadership. Since the P value is greater 0.05, null hypothesis (h0) is accepted. Hence, there is no significant relation between qualification and leadership. This states that most of the employees who have done PG qualification have responded for the survey and they also agree that the leadership at this company have treated all the employees fairly.

5. ONEWAY ANOVA FOR WORK EXPERIENCE AND HOW COMFORTABLE ARE YOU DISCUSSING YOUR SOCIAL AND CULTURAL BACKGROUND WITH YOUR TEAM MATES

| work experience and how comfortable are you discussing your social and cultural background with your team mates					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.819	3	1.606	2.035	0.114
Within Groups	82.097	104	0.789		
Total	86.917	107			

Interpretation:

The above table 3 shows that there is no significant difference between the work experience and how comfortable are you discussing your social and cultural background with your team mates. As demonstrated by one-way ANOVA, F = 2.035, p = 0.114.

Percentage Analysis for Age of The Respondent

Age of the Respondent				
			Frequency	Percent
Valid	18-25		90	83.3
	25-35		9	8.3
	36-50		6	5.6
	above 51		3	2.8

	Total	108	100

Age of the Respondent
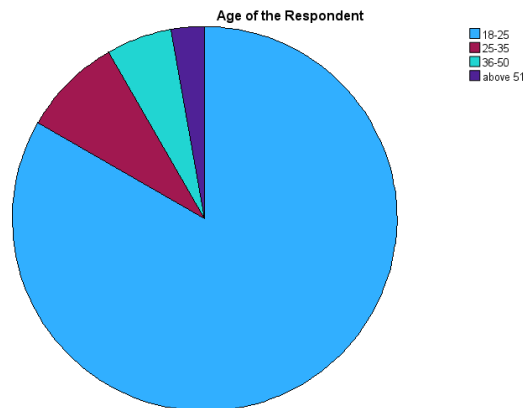
Interpretation:

Table 1 shows the number of respondents to the questionnaire. Out of 108 respondents, 83.3% of the respondents are the age between 18-25 ,8.3% of the respondents are the age between 25-35, 5.6% of the respondents are the age between 36-50 and 2.8% of the respondents are the age above 51. This shows that majority of the respondents are the age group of 18-25.

6. FINDINGS

- An association between qualification and leadership was observed, $\chi 2(9)= 6.161a$, p=0.0=0.724. So, we accept the Null Hypothesis (Ho).

- The percentage analysis shows the age of respondent as 83.3% of the respondents are the age between 18-25 ,8.3% of the respondents are the age between 25-35, 5.6% of the respondents are the age between 36-50 and 2.8% of the respondents are the age above 51 out of 108 respondents, This shows that majority of the respondents are the age group of 18-25

- There was statistical significant difference between work experience and how comfortable are you discussing your social and cultural background with your team mates as demonstrated by one-way ANOVA F = 2.035, p = 0.114.

7. SUGGESTIONS

- With the constraints, it was only possible to test few parameters from the questionnaire.

- Also, we cannot say that the research hypotheses tested and proved in the study do not stand good in the real world. To ensure that the study has given real value, the scope and the sample size must be increased.

- The experienced employees should participate in the respondings of survey which will be helpful to know the accurate result

8. CONCLUSION

The final conclusion states that the managing diversity and equity in the workplace have significant role in the increasing the productivity. Diversity in the workplace important because with different backgrounds come different point of view, which ultimately leads to better idea and solutions so, every human differences must be valued and should give the fair treatment to all the employees so as to avoid the conflicts and to create the awareness.

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