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Equality in workspace: Screening in digital dice

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Abstract

“I believe in equality for everyone” Mahatma Gandhi “Equilibrium a state of balance” the rule of law is applicable even in workplace. Workplace profiling patterns to different structure based upon the requirement of concern. Performance of assigned task in mobile working is assumed to enjoy the budding of equality. This research paper focuses on equality of platform experienced by human force in exhibiting their talents, sharing of workload and sorting of team spirit in hostel working mode. To coin the objective both primary and secondary data was used. Primary data was collected from 100 respondents. The data collected was presented in the form of table and results were interpreted using Friedman, Chi-Square and t-test. The sense of togetherness, trust and self-awareness is the sword to open the nut shell of equality which employee enjoy to a great extent in remote working as they are in different poles sailing towards same destination.

Key Words: Equality, Talent Exhibition, team spirit, work load and mobile working.

Introduction of the Study

Pandemic has flagged mobile working as modest means to complete the goals of an organization. Many companies are refraining to revert back to physical working considering the cost efficiency of online working. The pros of cost are considered whereas the cons faced by human force are left unnoticed. Recent study state 20% of the workforce can work effectively in remote working. This calls for varied information tools, better connectivity, improved process flow and profit more than projection. All the assigned objective is effectively achieved, but the norms of human force of a concern is left unheard. Organization after considering these red flags emerged with advanced ways to unite people in the concern. Every organization ensure right employee is selected for the right profile and adequate training is imparted to them to foster performing the assigned task. It is being believed from the span of selection till training equality is there between different inducted employee of a concern. When it comes to live execution of task equality in execution stands as a big blank. In current island working, equal state in performance and unitedness has to be considered. Screening from employer view, he will feel management has given adequate liberty to employee to execute his responsibility. Whereas while projecting the script of employee, they feel their hands to be curbed as they aren't being appreciated for the meritorious performance. This trend might bring the wave of separation and remote working goes deep to remote membership. Constant widening of this gap brings transformed unexpected performance both form the employer and employee's end. 1.2 Statement of Problem. In 2021, 27% of the remote working population states that they are not in a position to unplug from their work schedule and this is not common for all the employees in the concern. This amused working hour is for selected expertise employees. To project efficiency and effectiveness of a person sourcing of appropriate platform plays a crucial role. In this new digital era widespread screen is held at one end by the employer and other end by the employee. Organization is concerned about completion of task rather than screening the success of a team or a person, who brimmed and bloomed the project. This brings dissatisfaction and dis-rest among employees. Employees here are left alone without any outlet to telecast themselves. Organization will have people with varied interest, culture, language, tradition, customs and believes. This calls for significant measures taken by the organization to unite people to build cooperation. Long the lane, workload of employee moves undoubtedly to selected or group of individuals. This creates unrepresented pressure among workforce unwillingly.

Objectives of the Study

To tale talent exhibition platform sourced during online working. To circumference collaboration and togetherness structured in remote working. To de color the extent of work load experienced by employees. Methodology of the Study The study involves both primary and secondary data. The source material for secondary data is collected Books, Journals and internet. The primary data was collected by distributing Questionnaire to 100 respondents. The study is based on random and convenience sampling. The collected data is presented in the form tables. Statistical tools like Friedmen test and t test were used to test the hypotheses of the study. Hypotheses of the Study Opinion regarding talent exhibition platform in remote working among respondents is not equal to Average Level.

Review of literature

2.1. Talent Management - Present and Future (2020) analyzed talent management is vital for success of any organization in present scenario. Modelling different tools for upgrading and advanced talent management is vital for meeting the competitive edge at the global market. Six concepts of TM were addressed namely lifecycle of an employee, competency

movement, Portfolio thinking, Human resource planning, Infuriated workplace and intellectual shift.2.2. Enforced remote working and the work life interface during lockdown (2020) focuses on work life balance since pandemic faced by workforce. People working from home are expected to be available to office 24/7 and at the same time have to manage all the people in home, this greatly affect the work life balance of employees. In the study it is evidenced gender difference creates additional tension among women to manage their work remotely.2.3. An affordance perception of team collaboration and enforced working from home during COVID 19 (2020) evidenced the emergence of work from home culture post 2020 March and measured the steps taken by the organization to achieve collaboration goals. Employees found it difficult to inbuilt collaboration because of new work from home concept, working as a team or personal interaction is not possible, tension among employee because of death toll, distraction in working from home, lack of physical activity. Researcher concluded virtual working has paved little or no means towards collaboration.

Equality in Workplace

Sense of being treated equally boosts the morale of the employee. Equality was considered to be like equal pay for men and women in historical era. In the eve of millennials group equality holds higher meaning where different employees right from fresher to the top official feels their space to be given and adequate authority to be assigned for execution of responsibility. Remote working has made equality as a jargon. Management is inclined to bring in new model for timely delivery of target and greater efforts are taken to bring equality. This makes mobile working more interesting and stay connected with colleagues. Organization has tailored mechanism to bring inclusion.3.1.1. Talent exhibition: Proper space should be given for exhibiting the talent of human force.New ideas should be welcomed as it brings inclusion.Suitable reward to be assigned for innovative performance3.1.2. Essence of collaboration: Team members should collectively understand each other.Sense of trust and team spirit should be there between employees and management.Unity should be boosted to coin out diversity.Management should take measures to create sense of trust and train the team to work unitedly to achieve objective effectively.3.1.3. Workload bundles: Task to be assigned based on the experience.Work should be assigned to reasonable number of people. Timeline to complete the task should be reasonable.Supporting had should be encouraged for close deadline work. The above table 4.1.2 shows the demographic factors. Demographic factors included. gender, age, educational status, marital status, designation and income of the rrespondents.The response for the study is collected both from men and women working in different field. Majority of the respondents were in the age category of 20 to 30 years. In spite of the millennials group respondents significantly try to bring unity in workplace.4.2 Testing of Hypotheses: 4.2.1. Opinion regarding talent exhibition platform in remote working among respondents. Null Hypothesis: Opinion regarding talent exhibition platform in remote working among respondents is not equal to Average Level.

Data Interpretation

TABLE 1. Classification of Demographic Factors

S.NO	Demographic Factors	Particulars	Frequency	Total
1	Gender	Male	44	100
		Female	56	
2	Age	20-30	62	100
		30-40	18	
		40-50	16	
		50-60	4	
3	Educational Status	UG	20	100
		PG	36	
		Professional	44	
4	Marital Status	Unmarried	58	100
		Married	42	
5	Sector of employment	IT sector	42	100
		Education	40	
		Production and Manufacturing	0	
		Telecommunication	16	
		Online retailing	2	
6	Job Role held	Administrative	18	100
		Analyst & Senior Analyst	26	
		Professional	20	
		Managerial	8	
		Professor/ teacher	22	
		Marketer	4	
7	Income	Designer	4	100
		Less than 30,000	44	
		30,000 to 40,000	26	
		40,000 to 50,000	12	
		50,000 to 60,000	8	
	More than 60,000	10		

Source: Primary Data

TABLE 2. Test for Specified Value (Average =3) on talent exhibition platform in remote working among respondents are not equal to Average Level

Statement on talent exhibition platform in remote working	Mean	SD	t Value	P Value
Completing the task within the deadline	4.58	.537	21.186	0.000**
Commitment to the assigned task	4.52	.610	17.958	0.000**
Brainstorming with team for better job flow	4.33	.706	13.547	0.000**
Enthusiasm to take new Portfolio	4.40	.664	15.235	0.000**
Encouraging peers to emerge in new portfolio	4.31	.755	12.489	0.000**
Researching new technique to do routine job	4.38	.631	15.823	0.000**
Formal or informal training to new recruits	4.29	.800	11.608	0.000**

Source: Computed Data

NOTE: ** denotes significant at 1 % Level Since P Value is less than 0.01, the null hypothesis is rejected at 1% level of significance with regard to all the statements on talent exhibition platform in remote working. Based on mean score, opinion regard to all the statements were above the average level, it indicates that the employees accept that they have proper platform to project their talent in their respective organization. Strategies adopted in the organization proved to establish right platform where employee get right trend stage to project their talents. 4.2.2 Null Hypothesis: There is no association between the Job role held in organization and work load management in remote working among respondents.

TABLE 3

S.No	Statement on work load management in remote working among respondents	Chi- Square Value	P Value
1	Based on efficiency and effectiveness work is assigned	30.500	0.000**
2	Supervisor assign the task equally among team members	16.846	0.000**
3	Deadline given to complete the task is reasonable	24.154	0.000**
4	You plan for your assigned task	68.769	0.000**
5	You complete the assigned task within the official hours	25.308	0.000**
6	Additional support is extended if you are unable to complete the task within official hour	19.731	0.001**
7	Additional compensation is paid based on workload	15.846	0.015**

Source: Computed Data

NOTE: ** denotes significant at 5 % Level Since P Value is less than 0.05, the null hypothesis is rejected at 5% level of significance hence it is proved that there is an association between the Job role held in organization and work load management in remote working among respondents. Based on the study employee accept they are assigned with tasks based on their job profile and work in manageable and justifiable in remote working. 4.2.3 Level of Acceptance towards collaboration and togetherness in remote working using Friedman Test: Null Hypothesis: There is no significant difference between the mean ranks towards the acceptance level towards collaboration and togetherness in remote working of among the respondents. 4.2.3.1 Friedman test of acceptance level towards collaboration and togetherness in remote working of among the respondents.

Level of Acceptance	Mean Rank	Chi-square Value	P Value
Differentiated from colleagues based on language or culture	3.12	71.275	0.001**
Colleagues differentiates based on job profile	3.19		
Work flow is monitored through mail or call	4.38		
Colleagues help team in term of emergency to complete the task	5.65		
People with different culture help you to understand the workflow	4.98		
Different cultured people are treated same in organization	4.79		
Listen to people with diversity and bring required transformation	5.27		
Appreciated for uniting Diversity	4.62		

Source: Computed Data

NOTE: ** denotes significant at 1 % Level Since P value is lesser than 1% significance level, it is proved that there is an association between the statements in regard to the level of acceptance among the respondents. Based on mean rank it is inferred employees are likely to be united in the organization even in remote working. The solid ate has made employee to stay more connected.

Conclusion of the Study

Through this study it is featured that employees get adequate chance to project their talents. This means talent management mechanism is effectively maintained in the organization and human capital of the organization stays in connect with the concern as they are satisfied with the employee centric management style. Since employee get chance to work as per their interests, it helps them to project one's full potential and belongingness in the organization. Team members are always ready to portrait different means and innovative way of executing the task. creative insights are utilized to the point in the organization, no distinction is exercised in terms of different diversity. Consequently, this builds better tune of trust in groups. This unexpected scenario made employees to take new portfolio and advance in their career. Employees never ask or expects for wavering of workload, they wish it could be realistic. Remote working rings alarm around the arm of few, who have no clue of what they are due to do. Considering all these curbs management has come forward with different strategy to cope the normalcy. To have better performance and retention of employee in any organization, management has brought innovative techniques where to channel competing workforce with challenging office climate.5.2 Suggestions of the study: When injustice becomes law resistance become duty. No employee will feel resistant to the concern in which they work. But when they don't get a screen to show their potential they move to a stage where they are less connected with the organization. Equal treatment of all can be experienced with proper communication and creating an atmosphere of inclusion. Work bundles should be assigned to the employee based on their interest and adequate training and support to be extended to employee to complete their work. Employee facing the pandemic have developed a sense of belonging and feel more attached to each other. In system of hybrid working employees connect themselves with different team and share their personal and work life experience. This is uniting diversity among the employee and employees are coming forward to extend their support to coworkers during difficulty. When unity is key in any organization, employee loyalty is the assured result.

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