



Why Workforce Diversity is important in the organization?

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Abstract:-


Diversity is a most important conceptual applied in the workplace in diversity management. In diversity management physically handicapped and disabled workers have rights and opportunity to work. Workforce diversity means equality and difference among employees in terms of age, cultural background, physical abilities and disabilities, gender, religion, gender and sexual orientation. No two human beings are alike. People just differ in gender, Culture, race, social and psychological characteristics also from their point of view and prejudices. Society discriminated these aspects over the centuries. Diversity makes the workforce heterosexual. In the current scenario, employing a diverse workforce every organization needs but managing such a diverse workforce is also a big challenge for management. The paper Critical analysis of the impact on workplace diversity and organization productivity. After examining the researcher Literature and various research papers, have concluded that employee diversity is a strength for any organization but people still stick Consider their views on caste, religion, etc. and therefore diversity as a problem but can increase if managed properly productivity

Keywords: Workforce Diversity, Employees, Equality, Heterosexual

Introduction:

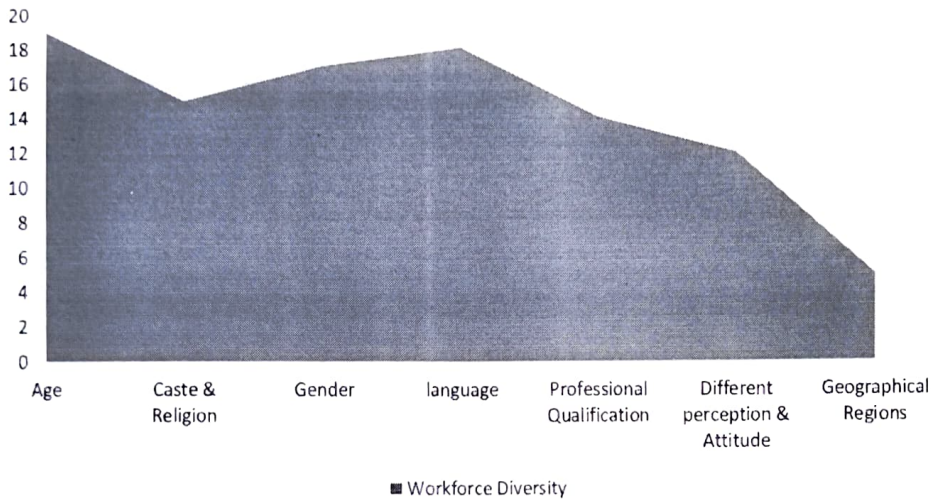
As we enter the 21st century, the world economy is undergoing a fundamental shift. We are moving towards a world in which barriers to cross-border trade and investment are weakening, the peripheral distance decreases as we move forward. In short in transport and telecommunication technology we can say that day by day the world is becoming one Global village due to globalization. In this interdependent global economy, one can drive to work in an car designed in Germany that were assembled in Mexico, had components made in the United States and Japan From Korean steel and Malaysian rubber. Even from the Indian point of view, the world has now recognized it India as a major economic driver in the global scenario. Various companies are coming to India to explore it chance. Institutions will have to hire to survive in the competitive world of this type of cut throat an efficient workforce that can handle such a competitive environment. Employing a diverse workforce a Very essence for every organization. In the current scenario organizations that operate quality and competitively

The workforce can only compete in the market regardless of their age, attitude, language, gender, religion, and race. Human resource is an important asset for any organization. Capital and physical resources, by themselves, cannot contribute to improving efficiency or increasing rates of return on investment. Based on the above statement, the following model is prepared


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Workforce Diversity



Workforce Diversity

Age: 19

Caste & Religion: 15

Gender: 17

Language: 18

Professional Qualification: 14

Different perception & Attitude: 12

Geographical Regions: 05

Economic or material resources are utilized through the joint and joint efforts of those people Achieving organizational goals. But these attitudes, efforts and skills have to intensify from time to time Optimizing the effectiveness of human resources and enabling them to face more challenges. Without employees, the organization cannot move an inch. Therefore, the management of this resource is also an important issue. Human Resource management is concerned with managing the 'human aspect' of the organization in such a way Organizational objectives are achieved with employee development and satisfaction. When organizations Employ human resources of different ages, genders, perspectives, attitudes, races, religions, regions then it will be too much It is difficult for management as well as employees to manage and manage that environment. Adjustment Diversified workforce is a big challenge for any organization.



Everyone is different because of their different religion, educational background they relate, age and vision. When different types of people in terms of thought, vision, pay generation coming together to work in the same place can lead to a certain situation where all these are different People cannot agree on a single point. At that point, it will affect the interpersonal relationship among the people. Researchers have taken some aspects, which are part of the diversity in workers of their age, Employees coming from different geographical regions by gender, gender, experience, professional qualifications. Based on the above statement, the following model is being prepared.

WORKFORCE DIVERSITY



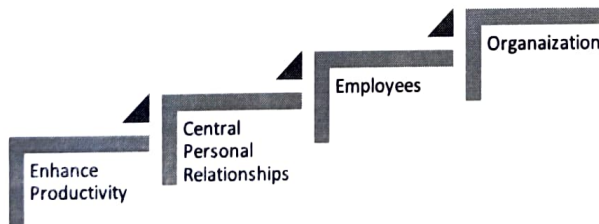
EMPLOYEES' WORKING



PRODUCTIVITY

Workforce on Employee Productivity

We can see changes in our workplace due to increasing rates of globalization, privatization and liberalization Gone are the days when people of the same age, the same professional qualifications, the same experience and the same Religions come together to work in an organization. Today's women are also working in the same ratio Male. Hence the researcher who are focusing on these crucial aspects of a diverse workforce Employees work. The next thing that affects the work climate is language. People can speak different languages in the workplace due to different geographical area. Which is why people can find out a little problem. Employees coming from different geographical regions form their different mindsets Conflicts among employees. Gender discrimination is also a big problem in the Indian workplace. Gentle interpersonal is a key component in employees for easy operation of the organization. An organization is a network of people who work together to achieve a common goal and If this network has some shortcomings it will be very difficult for any organization to achieve any objective effectively. Based on the above statement, the following model is prepared



Interpersonal relationships

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Productivity shows whether an organization's activity is efficient and effective. Like the terms though Productivity, efficiency and effectiveness are used together and professionals sometimes bring their meaning alternately, however we should not identify productivity with efficiency and / or effectiveness. Productivity is required for both Efficiency and effectiveness, because if an activity is just efficient, but not effective, a certain activity will not be productive, or effective, but not efficient. In economic conditions productivity is defined as the relationship between output and input. An organization's input element contains the resources used in the manufacturing process, such as labor, materials, Raja. Output consists of a given product, service, and quantity of both. The amount of output per unit of input (Labor, equipment and capital). A measure of the efficiency of a person, machine, factory, system, etc. Converting inputs into useful outputs is known as productivity. There are many different ways to measure Productivity. For example, productivity in a factory can be measured by the number of hours it takes Gives good productivity, while productivity in the service sector can be measured on the basis of the revenue generated by it Employee divided by his / her salary.

Literature Review:

This study attempts to assess the impact of workforce diversity on productivity. Over the years, many researchers studied various aspects of workplace diversity not only in India but in various organizations and many other fields Level also internationally. Various findings from past research have been very helpful to the researcher Sort the various factors to use in the study. This review also helped to find the difference between the two Past research and current research on the same topic. Let's look at previous research.

- (Jeffrey Sanchez-Berks and Mitchell E. Moore Barak, 2005)

And behavior in such situations reflects deep-seated beliefs about the nature of interpersonal work relationships. He further stressed the need to understand the nature of employees in order to understand and manage these differences Diversity and how it affects relationship and communication style.

- (Taylor H. Cox, 1991).

In this paper, the author suggests that organizations should value to increase diversity Organizational effectiveness. A diverse workforce offers a variety of benefits, such as creativity, problem solving. And flexible adaptation to change that can lead to competitive advantage but such diversified management Workforce is an important issue and can be done by adopting important components such as leadership, training, and research. Analysis and follow-up activities such as culture change and human resource management systems and extras Training, discussing diversity issues with group members.

- Daniel Voloberg, 2005).

The researcher says that is to manage a diverse workforce there is a big challenge facing the human resource management department of the organizations. Next author says that diversity can affect the work of an organization in four ways. First, diversity can be a factor. Outcomes, such as low organizational commitment or low satisfaction, because people prefer to interact with it Similar to others. Second,

cognitive outcomes refer to an increase in creativity and innovation as through Diversity allows people to interact with different people. Third, a diverse organizational workforce a symbol of equality. And finally, diversity also has clear effects on communication processes within the group or Organization, i.e. Communication effects, which means that the workforce diversity is both positive as well as negative Results

- (Maria Riaz Hamdani, M. Ronald Buckley, 2010)

This paper has researchers saying that a diverse workforce should not be seen as merely a means of generating economic benefits we should also look at the factors that promote diversity in the organization but in the workplace. Next Researchers have focused on how we can promote diversity by understanding the complex dynamics of the workplace. Diversity. And workplace diversity such as regulators to understand the complex dynamics of organizational factors Structures, government agencies, legislators, courts, professional associations, interest groups and general The public must take into account

- (Patricia A. Kreitz, January 29, 2008).

In this paper the author says that there are associations in today's scenario Facing diversity challenges in many areas, such as demographic change in the workplace and the consumer population, Combined with globalization markets and international competition. The researcher focuses on ways to manage strategically diversified. The researcher further added that successful diversification management requires HR managers Leadership, Institutional Development, Change Management, Psychology, Knowledge, Communication, Measurement and assessment.

- (Amiko Magoshi A, Yunmi Chang, 2008).

The authors in this paper say that diversity management is an important issue at present the view due to increasing globalization. To create these diverse employees as competitive resources Organizations have to manage them effectively. Next the authors have come to the conclusion that if Organizations will focus on managing diverse employees then employees will become more committed

The benefits of a diverse workforce:

The success and competitiveness of an organization depends on its ability to accept and realize diversity Benefits. Develops and implements when organizations actively assess workplace diversity issues Variety plans, multiple benefits such as:

- Diversity stimulates innovation and productivity and creates a world class culture that can surpass it Competition
- Increasingly multicultural organization is increasingly more suitable for serving diverse external customers
- Global market. Such organizations are legal, political,
- The social, economic and cultural environment of foreign countries (Adler, 1991).



- Research In the research-oriented and high-tech industries, the broad base of talents created by a variety of gender- and ethnic organizations becomes an invaluable benefit. "Creativity thrives on diversity"
- (Morgan, 1989) Solving Multicultural organizations are known to be better at problem solving, they have a better ability to do it.
- Extensive meanings, and are likely to display multiple perspectives and interpretations in practice Complex issues.
- Work Organizations employing different workforces can cater to different solutions to problems
- Service, sourcing and allocation of resources.
- Background Employees from different backgrounds bring experiences in suggestions suggesting individual talents and ideas
- Flexible in adapting to fluctuating markets and customer demand.
- Skills A diverse collection of skills and experiences (e.g. languages, cultural understanding) allows the company
- Serve customers globally. Divers provide a large pool of diverse workforces that feel comfortable communicating from different perspectives Thoughts and experiences.

Statement of the problem:-

Diversified workforce is an advanced and current trend in every organization today. Moreover, related to the main every organization has to improve its productivity because organizations are an economic activity and can only survive by competing in the cutthroat competitive world by increasing their profits. Due to the diverse workforce in in one way or another, people are facing a lot of problems in the workplace. As if diverse employees should experience less cooperation from some of their peers but each member is required to achieve organizational goals will be effective in terms of its performance in a particular department. However, firing is not a compromise. . Main the consensus of this research is to investigate the critical impact of workforce diversity on productivity. Institute from previous research. Another contribution of this chapter is to suggest ways to manage Diversified workforce in such a way that people can easily work with diverse employees and bring quality Results together.

Findings & suggestions:

After a critical review of the literature and various research papers of various authors related to the workforce Its impact on diversity and productivity, it is learned: The main objective of the organization is to make a profit And to increase its productivity, there is no doubt that almost all authors are saying that employing a diverse workforce In today's scenario there is a lot of essence but managing such a diverse workforce is a big challenge. Management. Recruiting a diverse workforce will lead to fixed productivity, but may prove to be a disaster.If not properly managed because not only the management but also the employees feel like some problems Language problems (which are acceptable and not due to employees 'ideas), friction and differences in attitude



- In beliefs, which are directly related to human behavior that ultimately affects anyone's productivity Organization.
- After considering all the findings of the research, it becomes mandatory for the researchers to suggest Ways to control the deficiencies found during the survey. That's really a concern for all HRS
- Professionals on the one hand we say we should include new trends in HR policies and on the other hand, the latest
- Attitudes such as workforce diversification are considered a problem. However, this problem can be solved by adopting a variety of Policies such as:
- Encourage the use of common language in the organization among employees Motivated by conducting various motivational and mentoring programs
- The channels of communication between employees and employers are kept open Employee By encouraging employee participation.
- Next one has to accept the fact that it is not a matter of culture, in fact it is a matter of quality. Therefore, to improve productivity, quality must be maintained and not thrown away.

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