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UBIQUITY OF WORKPLACE DIVERSITY AND INCLUSION FOR EMPLOYEE WELL-BEING

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ABSTRACT
Building a sense of belonging in the workplace is essential for both organizational efficacy and employee well-being in a world that is progressively more interconnected and globalized. Through the perspectives of diversity, equality, and inclusion (DEI), this study explores the various facets entailed in developing such a culture. The study examines the effects of DEI initiatives on employee engagement, satisfaction, and productivity using both qualitative and quantitative research methods of analysis. Through extensive surveys and in-depth interviews with professionals from a range of industries, this study pinpoints critical tactics and industry best practices that businesses can use to improve DEI. The results demonstrate how important varied representation, fair policies, and inclusive leadership are in fostering a feeling of community among staff members. Additionally, the study examines the difficulties and impediments that organizations have when promoting DEI and provides workable methods to get past them.
KEYWORDS: *Diversity, Equality, Inclusion, Wellbeing.*

INTRODUCTION
"Diversity is a mix and inclusion is making the mix work", says Andres Tapia, a Senior client Partner, Global DE & I and ESG Strategist. *DEI stands for Diversity, Equity, and Inclusion*, and it represents a framework aimed at creating environments where everyone feels respected, valued, and empowered to contribute to their fullest potential. Here's a brief introduction to each component - *Diversity* encompasses the range of human differences, including but not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, and more. *Equity* involves ensuring fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of some groups. *Inclusion* refers to the practice of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued. Together, Diversity, Equity, and Inclusion form a framework that promotes social justice, challenges systemic discrimination, and fosters environments where all individuals can thrive. Many organizations, institutions, and communities are increasingly recognizing the importance of DEI principles in promoting innovation, productivity, and overall well-being.

REVIEW OF LITERATURE
Diversity, Equity, and Inclusion in the workplace in human resource management by MK. Ganeshan, (June 2022)[1] – The author took the objective to learn on EDI in HRM and to build a work environment where all the employees feel safe to work with. The author used secondary data for this paper. The findings were that post COVID, women also started to work as the share partner to the breadwinner of the family. Due to which a diverse workplace is created. He also insisted on the KPI implementation in the workplace. He concluded by stating, communication happens effectively in a diverse workplace.

ILO Brief - A literature review of diversity and inclusion in the workplace (April 2021)[2]- ILO took an initiative to find implications of D&I (Diversity and inclusion) in SME's considering 10,000 respondents from 40 different countries. The first finding was no one size fits all the companies. Secondly, D&I creates lower costs such as turnover

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and sickness absence and adds value through higher levels of employee productivity, creativity and engagement. The final finding was implementation of D&I is at a slow pace due to pandemic.

Kiradoo, G. (2022, December 20). Department of Management & Technology, Government Engineering College Bikaner, Bikaner Area, India[3]- The critical issues related to diversity, equity, and inclusion (DEI) in the workplace and the strategies that can be employed to achieve and sustain a diverse workforce, are studied in this research. It contributes to the existing body of knowledge by offering practical recommendations for organizations seeking to enhance DEI in their workplace. The study's findings suggest that organizations can implement various strategies like setting DEI goals, providing diversity training, promoting inclusive leadership, implementing flexible work arrangements, and leveraging technology to support DEI initiatives in the workplace.

STATEMENT OF PROBLEM

The language gaps and contrasting communication styles can undermine collaboration and teamwork. It's important for organizations to be aware of these challenges and take steps to foster more inclusive communication practices.
In this research, entitled, "Ubiquity of workplace diversity and inclusion for employee well-being", the repercussions of diversity, the challenges in inclusion and equality in the workplace are studied.

OBJECTIVES OF THE STUDY

1. To assess the impact of diversity, equality, and inclusion (DEI) initiatives on employees.
2. To examine the existing scenario of DEI in the employee workplace.
3. To understand the employee expectation on DEI, in fostering a sense of belonging and overall wellbeing.

RESEARCH METHODOLOGY

The research design adopted here is descriptive in nature. *Primary data* and *Secondary data* is used for the study. Source of Data: Primary data - Google forms Questionnaire, Secondary data - Journals, magazines, books and websites. The area of study is on the *HR aspect of workplace diversity, equity and inclusion* factors and *percentage analysis* tool is used for analysis and interpretation.

DATA ANALYSIS AND INTERPRETATION

- **Age Category of the respondents**

Age	No. of respondents	Percentage
Under 30	13	**43%**
30 - 40	11	**37%**
Above 40	6	**20%**
Total	**30**	**100%**

Table 1: Age Category of respondents

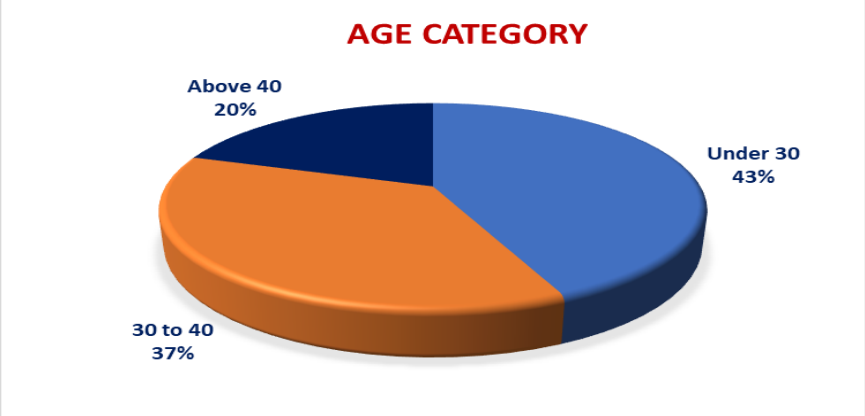


Chart 1: Age Category of the respondents

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Interpretation

The data in Table 1 and Chart 1, clearly evidence that the majority of the respondents (13 responses) , which is 43% of the sample representing the population, are in the age category of under 30 years of age - the GenZ, followed by the Millennials and GenX with 37% and 20% respectively.

- **Designation of the respondents**

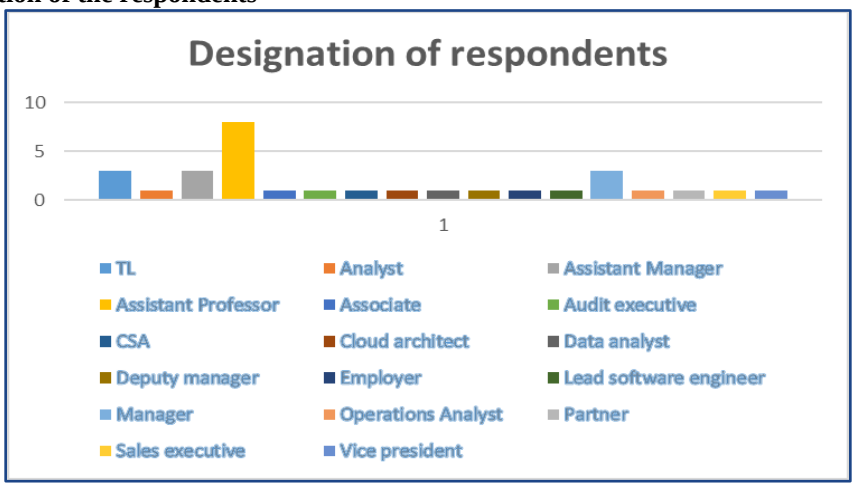


Chart 2: Designation of the respondents

Interpretation

The data in Chart 2, shows that the 8 respondents are Assistant professors, which is 27% of the sample representing the population, next stands TL, Asst. Manager and Manager at 10% each corresponding to 3 respondents each. Other 13 designations stand 1 respondent each with 3.3% totaling to 100%.

- **Income slab of the respondents (Per month)**

Income slab	No. of Respondents	Percentage
Less than 30,000	8	26.7 %
30,000 to 50,000	9	30 %
More than 50,000	13	43.3 %
Total	**30**	**100 %**

Table 2: Income slab of the respondents (Per month)

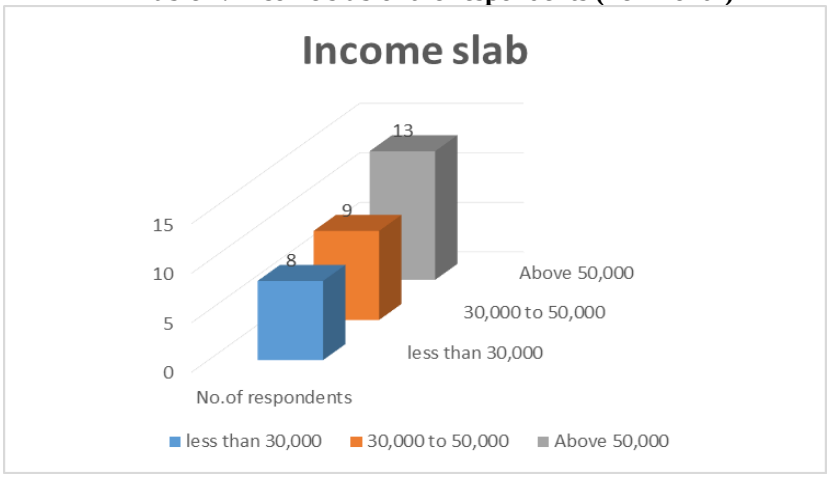


Chart 3: Income slab of the respondents (Per Month)

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Interpretation

The data in Chart 3 is all about the income slab of respondents per month. From the chart it can be perceived that there are 13 respondents who earn above 50,000, which constitutes 43.3%. 9 respondents are in the slab of 30,000 to 50,000 corresponding to 30 %. The rest 26.7 %, fall under the third category of less than 30,000. This sums up that many of the respondents are in the income category of above 50,000 per month.

- **Reasons for equity existence/ non-existence in workplace**

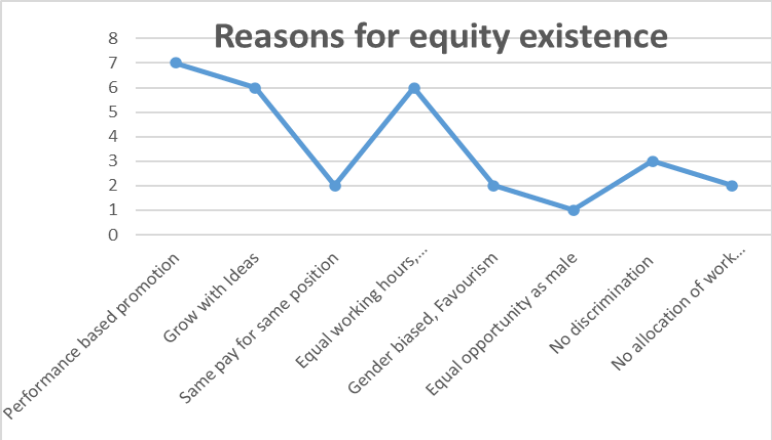


Chart 4: Reasons for equity existence in workplace

Interpretation:

The data in Chart 4 highlights that 25 (83.3 %) respondents agreed that there is equity in their organization, with the predominant reason being the performance-based promotion, followed by the reason of grow with ideas. Further, 5 (16.7 %) respondents denied that there are no equity practices, the reasons being - gender bias, favoritism and work allocation not being based on experience.

- **Reasons because of diversity within the organization**

Reasons	No. of responses	Percentage
Increase in efficient output	9	30.0%
Knowledge sharing	17	56.7%
Demotivation	2	6.7%
Dominant behavior of a few	2	6.7%
Total	**30**	**100%**

Table 3: Reasons because of diversity within the organization

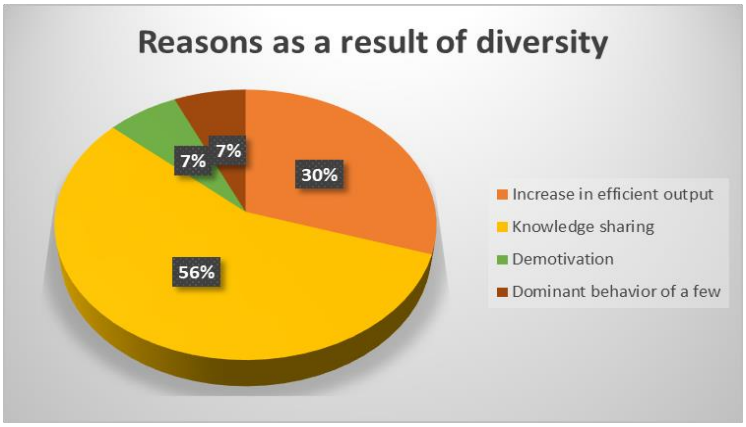


Chart 5: Reasons because of diversity

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Interpretation

Chart 5 clearly portrays the *knowledge sharing* aspect as the prime result of diversity in the organization with 56.7% - 17 respondents vouching for this. Whereas the next predominant result of diversity was an *increase in efficient output*, with over 30% - 9 respondents favoring this reason. However, 14% reasoned Demotivation and Dominant behavior of a few as the negative results on account of diversity.

- **Understanding on the view of inclusion in workplace**

Reasons	No. of responses	Percentage
Inclusion in decision making	10	33.3%
Inclusion in profit sharing	4	13.3%
Inclusion in overall affairs	12	40.0%
Celebrating highs and lows as a team	4	13.3%
Total	**30**	**100%**

Table 4: Understanding on the view of inclusion in workplace



Chart 6: Understanding on the view of inclusion in workplace

Interpretation

From Chart 6, it is apparent that 40% (12 responses), reasoned "Inclusion in overall affairs" as one of the major factors that indicates inclusion in the workplace. "Inclusion in decision making" constitutes 34%, whereas profit sharing and celebrating highs and lows as a team summed up to 26% of overall responses. Thus, employees feel included if their opinions are taken into consideration in overall affairs of the workplace.

- **Diversity, Equity and inclusion on a Likert ranking scale**

Likert Scale	Ranking for Equality	Ranking for Diversity	Ranking for Inclusion
0	5	1	2
1	7	4	1
2	1	8	6
3	6	8	10
4	5	7	5
5	6	2	6
Total	**30**	**30**	**30**

Table 5: Diversity, Equity and inclusion on a Likert ranking scale

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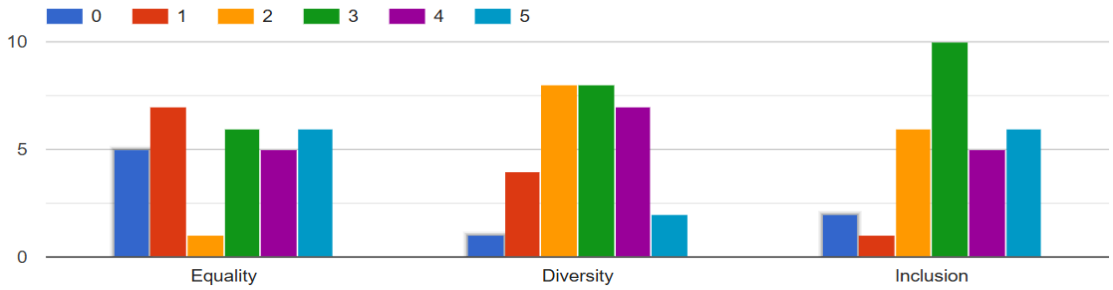


Chart 7: Diversity, Equity and inclusion on a Likert ranking scale

Interpretation

Ranking on the *Likert scale with zero as the least value and 5* as the highest value based on the *existing work culture*. Equality has been ranked at 1 by 7 respondents, followed by ranks 3 and 5. Whereas, ranking for diversity is at 2 and 3 with a majority of 8 respondents each. However, inclusion is ranked 3 by a majority of 10 respondents. Henceforth, it is evident that Inclusivity is ranked the highest, next to it is diversity and the least ranked is equality aspect.

- **Respondents' perspective on Overall wellbeing in workplace**

Reasons	Responses	Percentage
Employee equality	5	16.7 %
Employee Inclusion	2	6.7 %
Employee equality and diversity	1	3.3 %
Employee equality and inclusion	3	10.0 %
Combination of employee equality, diversity and inclusion	19	63.3 %
Total	**30**	**100%**

Table 6: Respondents perspective on Overall wellbeing in workplace

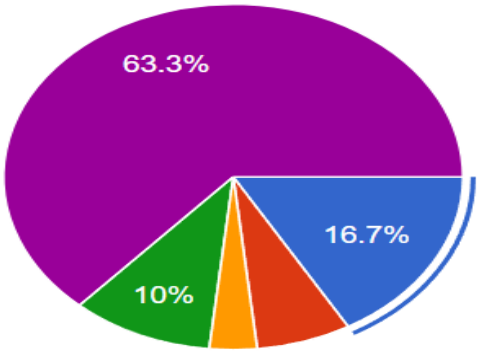


Chart 8: Respondents perspective on Overall wellbeing in workplace

Interpretation

Chart 8 clearly depicts that most of the respondents prefer a combination of employee equality, diversity and inclusion in the workplace with 63.3% (19 responses) favoring the combination. However, preference over employee equality was placed by 16.7% respondents in comparison to employee inclusion and diversity. Whereas, the combination of employee equality and inclusion, equality and diversity, had the least preference, summing up to 13.3% of the overall responses.

FINDINGS

- **Age -** Most of the respondents (13 responses), which is 43% of the sample representing the population, are in the age category of under 30 years of age - the GenZ, followed by the Millennials and GenX with 37% and 20% respectively.

- **Designation** - Majority of the respondents are Assistant professors, 27% (8 responses) of the sample representing the population, next stands TL, Asst. Manager and Manager at 10% each corresponding to 3 respondents each. Other 13 designations stand at 1 respondent each with 3.3%, totaling to 100%.
- **Income slab of respondents per month** - It can be perceived that there are 13 respondents who earn above 50,000, which constitutes 43.3%. 9 respondents are in the slab of 30,000 to 50,000 corresponding to 30 %. The rest 26.7 %, fall under the third category of less than 30,000. This sums up that many of the respondents are in the income category of above 50,000 per month.
- **Reasons for equity existence/ non-existence in workplace** - 25 (83.3 %) respondents agreed that there is equity in their organization, with the predominant reason being the performance-based promotion
- **Reasons because of diversity within the organization** - The *knowledge sharing* aspect is the prime result of diversity in the organization with 56.7% - 17 respondents vouching for this.
- **Understanding on the view of inclusion in workplace** - 40% (12 responses), reasoned "Inclusion in overall affairs" as one of the major factors that indicates inclusion in the workplace
- **Diversity, Equity and inclusion on a Likert ranking scale** - Equality has been ranked at 1 by 7 respondents, ranking for diversity is at 2 and 3 with a majority of 8 respondents each and inclusion is ranked 3 by a majority of 10 respondents
- **Respondents' perspective on Overall wellbeing in workplace** - Most of the respondents prefer a combination of employee equality, diversity and inclusion in the workplace with 63.3% (19 responses) favoring the combination

SUGGESTIONS

- The respondents clearly had a viewpoint of prioritizing work-life balance along with the combination of equality, diversity and inclusion (EDI), for their overall wellbeing.
- Monetary benefits with EDI and work life balance should be awarded in recognition that each employee's contribution needs to be focused, to channelize employee's productivity.

CONCLUSION

Embracing diversity means recognizing, respecting, and valuing the differences in individuals and groups. It goes beyond equality, in acknowledging that different people have different needs and may require different levels of support to achieve equitable outcomes fostering a culture where diverse perspectives and experiences are not only recognized but also actively sought out and integrated into decision-making processes and organizational culture. Considering the objectives of the study, it is found that employees get the feel of belongingness in the organization when these factors of EDI are considered together with work life balance.

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