

Relevance to the Diversity and Inclusion to the Contemporary India

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Abstract

In recent years, Diversity and Inclusion have been in practice as a business imperative in organizations. It adds value in creating a growth strategy of organizations. Diversity and inclusive companies drive a culture of innovative projects. Still, many organizations often failing to adopt diverse talent along with inclusivity issues in the workplace. For organizations who are implementing the diversity and inclusion programs and policies, practices, the change can be difficult and beneficial. Thus, having diversity along with inclusivity in an organization helps in its competitive growth as well development of employees' workplace environment as well as organizational growth.

Keywords: Diversity & Inclusion, Leadership, Competitive advantage, Growth, Business strategy

1. Introduction

Diversity and Inclusion are business imperative which benefits organization to driven success and growth. It helps to improve organization performance along with financial growth and create an open cultural environment for employees who imply on empowerment of these employees in organization helps them to have a competitive advantage and work effectively. Diversity and Inclusion is always being considered as a bottom-up organizational culture which creates a value for every organization. So that it is main for organization to prioritize

the definition of diversity and inclusion which is a having motto of business strategy. It includes attracting and retaining of talents in an organization which strengthens a healthy environment as well a right person for right decision-making and possess the capabilities of handling resources and work effectively it is all about people analytics, which mainly concentrates on growth strategy for the organization.

Recent studies on organizations show the limited practice of inclusion that's it many organizations have a diversity culture but missing out on adding an inclusivity practices and approaches for it.

2. Literature review

Jayne and Dipboye (2004) This paper's research findings show the diverse workforce improves the business performance in an organization and helps in development. This article reviews shows the empirical research and relationship between workplace and performance of an organization.

Nair and Vohra (2015) Diversity and inclusion at the workplace – this paper reviews about the diversity and inclusion practice in workplace and interlinking the leadership with diversity and inclusion practices, having the diverse culture in organization helps in improving the firm's performance. It also adds tangible and intangible values.

Crouch (2015) A study of perception of diversity and inclusion initiatives in producing improved productive work cultures This paper gives the research reviews relation the diversity with inclusion practices which enhances the work culture and allows employees to improve their one-self as well benefiting organization.

Rohwerder (2017) Impact of diversity and inclusion within organizations – This article gives the findings of diversity along with inclusive culture benefits the organization to grow and develop. It allows organization to work effectively. It helps in improving the performance of result outcomes.

3. Objectives

1. To understand the concept of diversity and inclusion.
2. To analyze the strategies of diversity and inclusion in an organization.
3. To assess the implication of diversity and inclusion in an organization.

4. Methodology, scope and importance

It is a conceptual research study in which research data are secondary data sources.

This review of article mainly focuses on understanding diversity and inclusion, and interpretations related to them.

- Definition of diversity and inclusion.
- Diversity along inclusion practices.
- Challenges in diversity + Inclusion practices.
- Leadership roles in creating a value of diversity and inclusion in organization.

5. Definition of diversity and inclusion

Diversity includes different populations in an organization within a community includes race, age, gender, language, culture, nationality, status, ability, religion, ethnicity, locality, knowledge, skills, etc. It represents set of wide variety of population. Inclusion is a value creation process that includes the empowering employees by allowing them to feel full as a team giving whole consideration in all aspects, they contributions are being valued. It is good public relation component which benefits company from its bottom-line growth.

6. How diversity and inclusion are related

Diversity and inclusion are inter-related, for example, when employees/staff and managers make decisions based on fairness it should be unbiased. If staff/employees do not speak English, is there any language barrier to communicate, it is needed to

find a way of communicating with those employees so that they are up-to-date with decisions, policy changes, be adaptable. It has been in practice when employees who feel valued are likely to work effectively and creates competitive advantage in organization. Inclusive and diversity environments are places where individuals of all different aspects are made to feel fairly treated, which is unbiased valued for who they are and accept as they are and are also made part of core decision making by considering their views. When inclusion practice is being implemented the employees take initiative in better working result because they feel they are invested in the company and their work is being recognized their views are considered thus they show more interest towards adding value for work and create that organizational culture.

7. Why do we need?

Diversity and inclusion is a key aspect of entrepreneurship. It creates ownerships, equality and removes gender discrimination in an organization. Since diverse force is there in workforce which drives economic growth. And it can also capture a greater share of the consumer market. Recruiting from a diverse pool of candidates means a more qualified workforces present. A diverse and inclusion helps businesses avoid employee turnover costs. It also fosters more creativity and adaptability in organization. As changing nation is competitive in nature and to exist in economic market is very much important and helps in making up of organization full potential. A research findings from McKinsey in 2018, includes the study of diversity and inclusion practices, greater diversity practices in the workforce results in a greater

profitability and organizational development by value creation and financial growth. As McKinsey found an inter-relationship between diverse leadership and better financial performance which helps organization to grow and expand.

8. Dangers of Ignoring Inclusion in organization

Usually, organizations mission is to be included treating employees as asset for organization. When employees who don't feel considered easily tend to become demotivated from working and eventually reach depressed and withdrawn, they start having feel ignored or rejected. This may affect the quality of their work, which costs the company to reach out loss consequences. Their moral values get limited and allow road for lack of communication which directly have an adversely effect on the team and the organization which lowers its productivity. They may also leave their jobs because of these reasons, the company will incur the cost of loss, again to hire and train replacements, and it tends for lowering the productivity. Thus, it is very much important for an organization to manage the best by the practice of diversity along with inclusion.

9. Strategies

Major companies have made efforts to be more diverse and inclusion to varying degrees of effectiveness. List of strategies are as follows:

- Measure the right things in order to know that it's working: once companies understand that change is happening

and it is resulting into positivity and adopt this principle.

- It is not enough to have only diversity: other than diversity, it is very important to have inclusion as well. To get effective and efficient result from the organization, that kind of environment should be there.
- Avoid mandatory training, but get the right people in the room: you can't force everyone in the company to be an ally. To do transformations gradually build foundation of change.

10. Principles

Cultivating principles are as follows:

- Define a focus: while diversity can cover lot of areas like gender equity, including leadership level and the balance of life-long employees and more open recognition (lesbian, gay and lgbt community).
- Embed an inclusive mindset: while defining goals for workforce diversity, there should be real driver to adapt and look for changes.
- Remember fundamentals: while working together, employees should also understand the priorities and concerns for positive moves.
- Align with business strategy: there should be flextime and flex place of movement to attain companies' objectives. To further enhance work-life balance will ensure working efficiency.

11. Role of leadership quality in Diversity and Inclusion practices

Leadership plays a major role in creating and supporting inclusion and diversity

culture in the workplace inside organization. The inclusive leadership and inclusive practices are inter-related leadership includes main quality of empowerment of oneself along with others. The main characteristics of the inclusive empowered leader are identified as one who takes initiative in diversity culture involving and creating values for other employees in contributions, collaborative leadership style, the leader has the ability to manage conflict, negotiations, decision making, possesses cultural competency, competitive advantage and creates a sense of collective identity inside the organization, it also motivates the other employees to work for betterment of oneself also for organizations. This leadership quality allows employee to have insight of innovation and team spirit by inclusion culture.

Leaders who are involved in inclusive cultures need to value the diversity of talents, knowledge, skills experiences, and identities that employees possess; they are needed to be treated on a same balanced ground with their uniqueness and belongingness which adds up value for inclusive culture. Thus, it is required to treat employees unique and recognized for their differences as a diversity culture, organizations that follow this diversity along with inclusive culture stand the best chance of benefiting from workforce diversity with greater business productivity.

12. Advantages of having D+I in organization:

- This culture perspective helps to inspire and also to drive innovation and generate new ideas in working environment.
- It allows to have bottom line market knowledge and have insights creates

competitive advantage and allows to have a business strategy for profitable aspect.

- It creates a room to have great cultural insights as well sensitivity and market structure analysis which includes higher quality and better targeted market to work on.
- This D+I culture in organization allows adaptability range of products and serviced.
- It creates an environment of culture which works more effectively for greater productivity and performs better for best result outcomes.
- It also provides great opportunity for personal as well as professional growth of employees.
- Thus, implementing D+I culture in organizations is considered to be a business strategy in this contemporary India.

13. Conclusion

Organizations should follow the practice of Diversity and Inclusion which gives an inter-related relationship that helps in development and growth of company as a business strategy. So it is important that not only diversity to be concerned along with that inclusivity is to be considered for greater productivity and financial growth

of organization. It manifests in individual as well team in creating a competitive advantage, collective behavior and achieve best result outcomes.

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