

# A Study on Inclusive Recruitment Practices And Their Impact At GT Electronics India Pvt. Ltd.

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**Abstract-** *In the dynamic landscape of human resource management, Diversity, Equity, and Inclusion (DEI) have become pivotal for organizational success, particularly in the manufacturing sector. This study investigates the inclusive recruitment practices at GT Electronics India Pvt. Ltd. It moves beyond theoretical discussions to empirically assess the implementation and effectiveness of these practices. The research adopts a descriptive research design, utilizing primary data collected via a structured questionnaire from 102 employees at GT Electronics. The data was analyzed using statistical tools including Mean, One-Way ANOVA, Factor Analysis, and Regression. The findings reveal a strong positive perception of the company's inclusivity efforts, with 81.4% of respondents finding job ads welcoming and 88.2% believing the company invests in fair interview training. However, the study also identifies significant internal barriers, including a widely perceived resistance to changing traditional hiring methods (82.3%) and the persistence of managerial bias (69.7%). The regression analysis notably found no significant statistical relationship between inclusive recruitment practices and overall employee perceptions. This study concludes that while GT Electronics has a strong foundation in inclusive recruitment, it must address these critical internal barriers to fully translate its policies into a comprehensively inclusive organizational culture.*

**Keywords-** Inclusive Recruitment, Diversity and Inclusion (D&I), Human Resource Management (HRM), Manufacturing, GT Electronics, Managerial Bias, Organizational Culture.

## I. INTRODUCTION

In the 21st-century global economy, the pursuit of inclusive recruitment practices has emerged as a pivotal strategy for organizations. As companies become increasingly aware of the value of diversity, equity, and inclusion (DEI), these practices are now seen as a fundamental component of strategic workforce planning. For manufacturing firms like GT Electronics India Pvt. Ltd., where operational efficiency and workforce stability are critical, adopting inclusive recruitment is crucial for long-term sustainability.

While the business case for inclusive recruitment is well-established—ranging from enhanced innovation to improved brand reputation—a significant gap often exists between policy and actual implementation. This study is essential because it moves beyond general discussions of diversity to conduct a focused, empirical investigation into the specific recruitment processes of a manufacturing firm. It seeks to identify tangible barriers, such as unconscious bias and resistance to change, that hinder progress. By examining the perceptions of employees and management at GT Electronics, the research provides valuable, data-driven insights into the real-world effectiveness of current inclusivity efforts.

## II. OBJECTIVES OF THE STUDY

- To assess the level of inclusivity in the recruitment process.
- To identify the challenges faced by the company in implementing inclusive recruitment strategy.
- To examine management perception towards inclusive hiring practices within the organization.
- To evaluate the impact of inclusive recruitment on workforce diversity and organizational performance.

## III. REVIEW OF LITERATURE

### Sungida Akther Lima, et al. (2025):

This paper explores the role of Human Resource Management (HRM) in promoting Diversity and Inclusion (D&I) within U.S. organizations. It highlights how HRM processes like recruitment and onboarding can support D&I efforts, fostering a diverse and inclusive workplace.

### Mingyi Yang (2024):

This article highlights the importance of diversity and an inclusive culture in human resource management, emphasizing how it boosts creativity, innovation, and competitiveness.

**Shimekit Kelkay Eshete, Zerihun Ayenew Birbirssa (2024):**

This study systematically reviewed 78 articles to explore how Strategic Human Resource Management (SHRM) fosters inclusive workplaces. Findings highlight that HR practices across employee skills, motivation, and opportunities play a critical role.

**Catherine Ezeafulukwe, et al. (2024):**

This research paper examines the conceptual framework, legal landscape, and business case for inclusive employment. Focusing on the crucial role of Human Resources (HR), the study outlines strategies for recruitment, training, and performance management.

**IV. RESEARCH METHODOLOGY**

**Research Design:**

This study uses a descriptive research design to explore and describe the existing phenomena of inclusive recruitment practices at GT Electronics.

**Data Collection:**

- **Primary Data:** Gathered through a structured, self-administered questionnaire distributed to employees.
- **Secondary Data:** Collected from academic journals, organizational reports, and relevant websites.

**Sampling Method:**

- **Population:** The total population consists of 300 employees at GT Electronics.
- **Sample Size:** A sample size of 102 employees was selected for this study using convenience sampling.

**Statistical Tools:**

The collected data was analyzed using the Statistical Package for the Social Sciences (SPSS). The tools used include Mean, One-Way ANOVA, Factor Analysis, and Regression Analysis.

**V. DATA ANALYSIS AND INTERPRETATION**

**1) ONE-WAY ANOVA:**

**Leadership Commitment vs. Employee Experience**

**Aim:** To determine if there is a significant difference in the mean agreement scores on senior leadership's commitment to diversity among different employee Experience groups.

**HYPOTHESIS:**

**1.NULL HYPOTHESIS (H{0}):** There is no significant difference in the mean agreement scores on senior leadership's commitment to diversity among the different employee Experience groups.

**2.ALTERNATIVE HYPOTHESIS (H{1}):** There is a significant difference in the mean agreement scores on senior leadership's commitment to diversity among at least two of the employee Experience groups.

SOURCE	df	F-Statistic	Sig.(p-value)
BetweenGroups	4	1.217	.309
Within Groups	97		
Total	101		

**INTERPRETATION:**

The one-way ANOVA yielded an F-statistic of 1.217 with a p-value of 0.309. Since the p-value (0.309) is greater than the standard significance level of 0.05, we fail to reject the null hypothesis.

**INFERENCE:**

There is no statistically significant difference in how employees perceive senior leadership's commitment to diversity across different levels of experience. This suggests that an employee's years of experience do not statistically affect their opinion on this topic.

**2) REGRESSION ANALYSIS:**

**Inclusive Recruitment and Employee Perceptions**

**Aim:**To determine the relationship between the independent variable (Inclusive Recruitment) and the dependent variable (Employee Perceptions).

**HYPOTHESIS:**

**1.NULL HYPOTHESIS (H{0}):**There is no significant relationship between Inclusive Recruitment and Employee Perceptions.

**2.ALTERNATIVE HYPOTHESIS (H{1}):**There is a significant relationship between Inclusive Recruitment and Employee Perceptions.

Model	R Square	F	Sig.(p-value)
1	.012	1.258	.265

a. Predictors: (Constant), Inclusive Recruitment b. Dependent Variable: Employee Perceptions

**INTERPRETATION:**

The regression analysis shows a p-value of 0.265, which is significantly higher than the 0.05 cutoff. The R-Square value is also extremely low at .012 (or 1.2%), indicating that the model explains only 1.2% of the variance in employee perceptions.

**INFERENCE:**

We accept the null hypothesis. The analysis indicates that inclusive recruitment practices, as measured, do not have a statistically significant predictive effect on overall employee perceptions within this model. This suggests a disconnect between the implementation of specific practices and their broader perceived impact.

**VI. FINDINGS**

- A significant majority (81.4%) agree or strongly agree that GT Electronics' job ads are welcoming to all candidates.
- There is a strong belief (77.4% agreement) that hiring decisions are based on skills rather than personal background.
- An overwhelming 88.2% of respondents agree or strongly agree that the company invests in good training for managers on fair interviewing techniques.
- Despite positive perceptions, a high percentage of respondents (82.3%) perceive that there is internal resistance to changing traditional hiring methods.
- A significant portion of respondents (69.7%) agree that the personal biases of managers pose a challenge to inclusive hiring.
- ANOVA: There was no significant difference (p=0.309) in employee perceptions of leadership's commitment to diversity based on their years of experience.

- Regression Analysis: The analysis found no significant predictive relationship (p=0.265) between the company's inclusive recruitment practices and overall employee perceptions.

**VII. SUGGESTIONS**

- Since a high percentage of employees perceive resistance to changing traditional hiring methods, the company should implement targeted workshops and communication campaigns for managers and HR staff to overcome internal inertia.
- Given that managerial bias is seen as a significant challenge, GT Electronics should introduce mandatory unconscious bias training for all individuals involved in the hiring process and implement structured, competency-based interviews.
- The regression analysis showed no significant link between inclusive recruitment and employee perceptions. The company should better communicate its inclusive hiring successes internally to bridge this gap.
- The finding that an inclusive reputation helps attract top talent is a major strength. GT Electronics should amplify this by featuring employee testimonials and diversity stories in its recruitment marketing.

**VIII. CONCLUSION**

- The study aimed to analyze the inclusive recruitment practices at GT Electronics and their impact on the organization. The findings reveal a strong and positive perception among employees regarding the company's commitment to diversity and inclusion in its hiring processes. Key strengths include welcoming job advertisements, merit-based selection, diverse interview panels, and investment in fair interview training for managers.
- However, the study also identified significant internal challenges, namely a perceived resistance to changing traditional hiring methods and the persistence of managerial bias. Furthermore, while individual inclusive practices are viewed positively, their collective impact does not yet significantly predict overall employee perceptions, suggesting a disconnect between policy and its perceived effect on the broader employee experience.
- To build on its successes, GT Electronics must address these internal barriers through targeted training and better internal communication. By actively working to mitigate unconscious bias and demonstrating the tangible benefits of a diverse workforce, the company can create a more cohesive and inclusive culture.

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