A Study on Diversity And Inclusion In The Workplace At Supreme Industries Limited

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Abstract- *This study explores the significance of diversity and inclusion (D&I) practices within Supreme Industries Limited, a leading player in India's plastic processing industry. The research focuses on assessing how a diverse workforce and inclusive policies influence employee engagement, organizational culture, and overall business performance. By examining demographic variables such as age, gender, education, and marital status, the study identifies patterns that impact employees' perceptions of fairness, equality, and belonging. The findings highlight that effective diversity and inclusion initiatives not only enhance teamwork and innovation but also contribute to improved decision-making and employee satisfaction. Furthermore, the study emphasizes the challenges faced by the organization in implementing D&I practices and provides insights into strategies for fostering a more inclusive environment.*

Keywords- Diversity and Inclusion; Workforce Diversity; Inclusive Practices; Employee Engagement; Organizational Culture; Business Performance

I. INTRODUCTION

In today's globalized world, diversity and inclusion (D&I) have become essential elements for building successful and sustainable workplaces. Diversity refers to the presence of differences among employees, such as age, gender, race, ethnicity, religion, culture, education, and background. Inclusion, on the other hand, focuses on creating an environment where all individuals feel valued, respected, and equally involved in organizational processes. Organizations that embrace diversity and inclusion go beyond meeting legal requirements; they recognize the power of varied perspectives, experiences, and ideas in driving innovation and problem-solving. A diverse workforce allows companies to better understand their customers, improve teamwork, and strengthen decision-making. Inclusion ensures that employees are not only present but also empowered to contribute meaningfully.

Diversity and inclusion in the workplace have emerged as crucial aspects of modern organizational practices. Diversity refers to the variety of differences among employees, including dimensions such as age, gender, race, ethnicity, religion, cultural background, education, and abilities. Inclusion goes a step further by ensuring that these differences are not only acknowledged but also respected, valued, and integrated into the organizational culture. Together, diversity and inclusion create a work environment where individuals feel a sense of belonging, fairness, and equal opportunity to contribute and grow.

II. OBJECTIVE OF THE STUDY

- To analyse teamwork works in a diverse group.
- To evaluate the impact of diversity and inclusions

III. REVIEW OF LITERATURE

Shore et al. (2011):

Defined inclusion as balancing *belongingness* and *uniqueness*. Found that employees feel more engaged when they are both accepted and valued for their differences. They argued that when both needs are fulfilled, employees are more engaged, satisfied, and committed to the organization.

Plaut et al. (2011):

Compared color-blind vs. multicultural diversity messages. Showed that multicultural approaches increase inclusion for minority employees, while color-blind strategies often make them feel invisible. The study compared *color-blind* and *multicultural* approaches to diversity.

Nishii (2013):

Researched inclusive climates. Found that fairness, respect, and supportive management reduce conflict in gender-diverse teams and improve team outcomes. Nishii (2013) examined how inclusive climates in organizations influence employee attitudes and behaviour

Sabharwal (2014):

Studied diversity in public sector organizations. Concluded that inclusive HR practices (fair promotions, training, flexible policies) improve job satisfaction, motivation, and retention. The study emphasized the importance of leadership support and organizational culture in fostering inclusion.

Ferdman & Deane (2014):

Published the *Handbook of Diversity and Inclusion*. Highlighted the role of inclusive leadership—leaders who listen, value input, and practice fairness— in creating sustainable inclusive cultures.

Mor Barak (2015):

Stressed that inclusion reduces exclusion and discrimination in global workplaces. Showed that inclusive organizations see better employee well-being and stronger organizational commitment. Mor Barak (2015) focused on managing diversity and promoting inclusion in organizations. The study highlighted that inclusion goes beyond representation—it involves valuing and integrating differences.

Homan et al. (2015):

Found that diverse teams perform better when members *believe diversity is valuable*. Positive diversity beliefs encourage creativity, collaboration, and better decision-making. The research highlighted that diverse teams perform better when inclusion and collaboration are actively promoted.

IV. RESEARCH METHODOLOGY

Research design:

This study uses a descriptive research design.

Data collection:

- **Primary Data:**
  It includes data gathered through structured questionnaires and surveys focusing on moderating effect of employee motivation, workplace surveillance and employee engagement and making it highly reliable for analysis.

- **Secondary data:**

Academic journals, organizational reports, and case studies.

- **Sampling Method:**
  Population: Total Employees - 500
  Sample Size: Employees – 100

- **Statistical Tools:**
  Correlation
  Regression

V. DATAANALYSIS AND INTERPRETATION

1) REGRESSION:

Bivariate correlation is a statistical technique used to measure the strength and direction of the relationship between two continuous variables.

HYPOTHESIS:

1 NULL HYPOTHESIS (Ho): There is no significant relationship between employee privacy and gender.

2 ALTERNATIVE HYPOTHEIS (H1): There is a significant relationship between employee privacy and gender.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.823	.331		2.489	.015
age	-.064	.065	-.115	-.980	.330
gender	.383	.138	.318	2.771	.007
status	-.150	.133	-.125	-1.126	.263
education	.097	.038	.281	2.584	.011
rate diversity	.421	.121	.387	3.473	.001

INTERPRETATION: The regression model is significant (F = .478, p < .001) and explains about 22–26% of the variance in diversity inclusion. Significant predictors are gender, education, and rate diversity, with rate diversity being the strongest. Age and marital status do not significantly influence diversity inclusion

2) CORRELATION:

- Correlation is a measure of how two (or more) variables are related or move together
- It doesn't necessarily mean one causes the other — just that when one changes, the other tends to change in a related way.

HYPOTHESIS:

NULL HYPOTHESIS: The Null Hypothesis (H_0) is a research assumption that states there is no effect, no difference, or no relationship between the variables being studied.

ALTERNATIVE HYPOTHESIS: The alternative hypothesis proposes that there is a significant correlation between diversity and inclusion and the demographic variables. Thus, the alternative hypothesis highlights that diversity and inclusion are not independent but rather connected to demographic and workplace diversity characteristics

CORRELATION:

		diversity inclusion	age	gender	status	education
diversity inclusion	Correlation Coefficient	1.000	.154*	.286**	.046	.267**
	Sig. (1-tailed)	.	.025	.000	.296	.000
	N	100	100	100	100	100
age	Correlation Coefficient	.154*	1.000	.276**	.265**	.318**
	Sig. (1-tailed)	.025	.	.001	.002	.000
	N	100	100	100	100	100
gender	Correlation Coefficient	.286**	.276**	1.000	.429**	-.088
	Sig. (1-tailed)	.000	.001	.	.000	.165
	N	100	100	100	100	100
status	Correlation Coefficient	.046	.265**	.429**	1.000	.255**
	Sig. (1-tailed)	.296	.002	.000	.	.002
	N	100	100	100	100	100
education	Correlation Coefficient	.267**	.318**	-.088	.255**	1.000
	Sig. (1-tailed)	.000	.000	.165	.002	.
	N	100	100	100	100	100

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

INTERPRETATION:

The model is significant and explains about 22–26% of variance in diversity inclusion. Rate diversity, gender, and education significantly predict inclusion, with rate diversity being the strongest. Age shows a weak effect and status has no impact. Correlation tests confirm these results

VI. FINDINGS

- **REGRESSION:**

The regression model is significant (F = 6.478, p < .001) and explains about 22–26% of the variance in diversity inclusion. Among the predictors, rate diversity, gender, and education have a significant positive impact, with rate diversity being the strongest predictor. Age and status do not significantly influence diversity inclusion.

- **CORRELATION:**

The correlation analysis shows that diversity inclusion is positively associated with age, gender, education, and rate diversity, with rate diversity and gender showing the strongest relationships. Status has no significant correlation with inclusion. Non-parametric tests (Kendall's Tau and Spearman's Rho) confirm the same pattern, reinforcing the reliability of these results.

VII. SUGGESTIONS

Set clear goals:
Establish specific, measurable, and time-bound diversity and inclusion goals for the organization.

Hold leaders accountable:
Integrate D&I into leadership job descriptions and ensure executives champion and are responsible for D&I efforts.

Foster a culture of belonging:
Create a safe space for employees to share concerns, voice unique perspectives, and feel respected and valued.

Model inclusion:
Leaders should demonstrate inclusive behaviours in their daily interactions and decisions.

Review and update policies:
Implement clear anti-discrimination policies, ensure equal pay for equal work, and offer flexible work options.

Adopt inclusive language:

Use gender-neutral language in job descriptions and communications to ensure everyone feels included.

VIII. CONCLUSION

- Studies show a direct link between diversity and higher revenue growth and financial performance.
- Diverse teams bring a variety of perspectives and experiences, leading to more creative ideas and effective solutions to complex challenges.
- Companies that prioritize D&I become more attractive to job seekers, leading to a wider talent pool and higher employee retention rates.
- When employees feel valued and respected, they experience greater job satisfaction and are more engaged in their work.
- A diverse workforce can better relate to and understand a diverse customer base, leading to expanded market reach.
- Diverse groups are more likely to consider a wider range of perspectives, resulting in more well-informed and effective decisions
- A commitment to D&I helps organizations meet legal obligations to prevent discrimination and harassment in the workplace.

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