

A study on “An Employee Diversity and Inclusion in a Higher Educational Institutions”

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Abstract

One of the greatest challenges facing faculties and management today is the rapid pace at which the work force is changing across the globe. Generational turnover, Cultural Revolution, widespread immigration, typical competition, and advancing technology have all played and will continue to play a major role in creating a comfortable environment is increasingly complex, institution and its ecosystem that both breaks down old and creates new barriers to recruiting, developing and retaining talented faculties are the great barriers to recruiting, developing and retaining talent work place diversity has gained currency in 3 C's suits around the world as best faculties seek to develop a more cohesive collaborative and creative work environment as a means of driving continued growth. Diversity has many facets including race, ethnicity, gender, age, religious and sexual orientation etc. Diversity is the range of human difference including but not limited to race, ethnicity, gender identity, sexual orientation age, social class, physical ability or attributes religion ethical value system, national origin and political belief. Inclusion is involvement and empowerment. Where the inherent worth and dignity of all people are recognized. In a nutshell it's about empowering people by respecting and appreciating what makes them difference in terms of age, gender, ethnicity, religion, disability, sexual, orientation education and national origin. The objectives of the study are to know the significance of diversity and inclusion to educational institutions. To analyze the need of diversity and inclusion in an organizations. This article is written on the basis of secondary data; mainly analysis is done on the basis of the different case studies relating to diversity and inclusions. The main limitation of the study is this paper is written on the basis of secondary sources which are collected from the internet, journals, and articles and textbooks etc. this study is done by considering higher educational institutions. Lastly conclusions can be drawn that diversity and inclusions are very important of any organizations, because of these the organization can be run successfully and organization can leading successfully in a society.

Keywords: - Diversity, Inclusion, Institutions, Society

1. Introduction

India is country of diversity. This diversity takes place in all the sectors, institutions, population within societies. So it is necessary to study how the Higher Educational Institutions respond to these diversity and inclusions to a society. Among the different factors Higher Educational Institutions, which is meant for render service to the society and one of the main reason for economic development of the country. These HEI's are expected to supplying societal diversity and be inclusive in ways and it is recognizes as symbolically of a nation. It is known for its diversity. This topic is not a small concept it is the broad concept of the discussion of the concept diversity and inclusion in Higher Educational Institutions. The main aim of the diversity and inclusion in higher education is sharing innovative approaches in policy and procedures and implementation level for enabling inclusions and strengthening the diversity of students, faculty and staff.

When we are studying about diversity and inclusion in the work place. Many of them define these terms in an appreciation type on the basis to ethnicity, gender age national origin, disability sexual, orientation,, education religion, bust diversity is more than all these. We all bring diverse perspective, work experience,

orientation life style and culture with us and also in work place to have a diverse work force in an inclusive. Work place with an opportunity for talent of all employees to create value deliver a superior client experience and develop innovative methods solutions procedures for the community where they serve it takes a mutual understanding of diversity language and its impact of race in our society. So this training will provide an introductory discussion regarding race in our society. So this training will provide a introductory discussion regarding race and equality to begin to proved social justice n al the descriptions.

Diversity is any dimension that can be used to differentiate groups and people from one another. In a nutshell, it's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin. Diversity allows for the exploration of these differences in a safe, positive and nurturing environment. It means understanding one another by surpassing simple tolerance to ensure people truly value their difference.

Inclusion is an organizational effort and practices in which different groups or individual having different backgrounds are culturally and socially accepted and welcomed, and equally treated. These differences could be self-evident, such as national origin, age, race and ethnicity, religion/belief, gender marital status and socio economic status or they could be more inherent,

such as educational background, training, sector experience, organizational tenure, even personality, such as introverts and extroverts.

In simple terms, diversity is the mix and inclusion is getting the mix to work well together.

2. Objectives of the Study

1. The main objective is to study the significance of Diversity and Inclusion to higher educational Institutions.
2. To analyze the benefits of Diversity and Inclusion to an Employees of Educational Institutions.
3. To study the issues of Diversity and Inclusions in an Educational Institutions.
4. To study the different case studies relating to diversity and inclusion in an educational institution.

3. Statement of the problem

The article mainly states that the concept diversity and inclusions are playing a very crucial role for the uplifting the Educational Institution towards success and it is also very helpful to an employee in an organization, means it is not only concentrating on fulfilling the individual objectives through this organizational objectives can be fulfilled.

4. Research Methodology

1. **Research Design:** - The Research Design is used for Research Problem in hand is Casual Research. The main objective of the research is determine the behavior of variables, because every variable having its own behavior. I.e. to show the cause and effect relation between the 2 variable of the study.

a. **Dependent Variable:** - The Dependent variable of the study is Employees of the Educational Institutions.

b. **Independent Variables are:** - Profit, Growth, Efficiency, Retention, development, evaluating performance, recruitment, selection etc.

2. **Methods of Data Collection:** - This article is written on the basis of Secondary source on the basis of websites, Internet, e-journals, articles. Findings can be drawn on the basis of case studies relating to the topic.

Limitation of the study

The main limitation of the study the article totally written on the basis of the secondary sources which may theoretical good but following in a practical manner it is not an easy task. Here we are considering only educational institutions; some of the concepts are same in an educational intuition and also in other organization.

5. Significance of Diversity and Inclusions to an Educational Institution

The importance of Diversity and Inclusion to a Higher Educational Institutions.

- Diverse workforce drive economic development of an Educational Institution to a large extent,
- Diversity in an Educational Institution captures a greater number student to admit in those particular Institutions.

- A Diversity and Inclusion workforce reduces the employee turnover in an Organization.
- Diversity helps to elicit talent among the employees in an Educational Institutions.
- Diversity helps the Institutions to face the competition and challenges in a society.
- Diversity is the key aspect for the development of an organization and also employees.
- Diversity is also very much helpful especially for women employees also their uplifting and make them self sufficient.
- Diversity helps the institution to develop the students to a larger extent.
- Diversity makes the Institution fully potential.

Diversity alone does not move the entire organization forward; inclusion is an integral part for the organization success.

The importance of Inclusion in an Educational Institutions

- Inclusions may create higher job satisfaction among the employees so it is beneficial to an organization.
- By inclusion adopted in an Institutions reduces the employee turnover, it may induce the employee retain in the organization.
- Because of an Inclusion employees can be appreciated and motivated in their work it may increase the employee efficiency in their work.
- Adopt the diversity among the employees and give a place innovation which will bring different mind together, which will improve the creativity and innovation among the employees which is very beneficial to an institution.
- Inclusion helps an institution to solve the problems in a very creative manner
- An inclusive Intuition must be flexible and it is adjust to world's changes
- Inclusion makes the employer to select the best employee for the job and get the high performance.

Diversity and Inclusion beneficial to an employee of Educational Institutions

Employees are playing key role in an Educational Institutions. Employees are the brand ambassadors to the particular institution; they only develop and damage the image of an Educational Institution.

The benefits are intangible in nature, it can have the biggest value and lowest lower cost, these benefits are very essential to diverse the workforce.

- **Flexible working culture:-** It makes the employee feel free in an organization because of flexible working environment and culture, so whole heartedly they can work with full of satisfaction.
- **Wellness:-** In an every organizations an employer must looking for the employees and their financial positions. Because of this a financial and healthy employee work with a free mind without stress and more engaged more in innovative activity.
- **Career progress:-** lack of career progression opportunities is a key reason why some employees leave their jobs, throwing pay is not an answer, supporting

career progression, opportunity, mentoring, training and development is the key for the success of an employee.

- Supporting and enabling diversity and Inclusions:- it will Make the employee self sufficient to perform their job , and involve them self in the job.
- **Understand employee:-** By this Employer will understand the employees in a better manner.
- Greater innovation and creativity:- By adopting Diversity and Inclusion in Institutions , there will be greater chance of innovations and creativeness by the employees which is reason for the Institution success.
- **Easier to Hire and Retain Talented:-** It will make an Employer to analyze the key talented employees at the time of recruitment and they will also take the steps to retain the talented employees with them.

6. Some of the Issues of Diversity and Inclusion of an Educational Institution

- **Lack of respect in the work place:-** Its common in each and every organization. So mutual respect among employees by accepting individual differences creating collaborative and productive work environment.
- **Conflict in an Institution:-** Conflicts may common in an Institution because of lack of respect, religion, color it may create a conflicts in an Institutions, so if an Institution provides the diversified training which reduces the conflicts in a work environment.
- **Life style acceptance:-** It is a big issue in an Educational Institution, it is not right to adopt personal life style in a working place, now a day a Management provide extended benefits to alternative life style partners.
- **Ethnic and cultural differences:-** The difference may arise in a work place is ethnic and cultural discrimination. The diversified firm policies and training helps to overcome from these issues it may also acceptance and respect among a well diversified employee in an Institution.
- **Gender:-** Gender discrimination is the one of the oldest issue in each and every work place, so an Institutional Heads they have to pay priority is a good place to start in addressing and using the language used in a work place
- **Harassment:-** It is one of the big issue in the work environment and never be tolerated by the employees. So diversified policies may create the fear in the heart of the employees not to harraz the any employees especially women employees of the Institution.
- **Generational gap:-** It is common in every work place, so management people must build the bridge between different generational people. Let them to learn and establish team work from each generation.
- **Disabilities:-** The percentage of disability people are very rare in an Institution but it may be called as week employee. So by providing proper motivation and training and creating comfortable wrok environment to disability employees.
- **Consistency:-** Diversity and Inclusions are not exam or course which can be completing within a fixed period, it is a consistency which can be practiced daily in a work place, to creative positive and productive work environment

7. Case studies relating to Diversity and Inclusion in an Educational Institutions

1. The role of diversity practice and inclusion in promotion and employee engagement by Stephanie.N and Lisa yan Derweff, Kecia.M. Thoma and victor (2015) in this case study the author describes the relationship between diversity practices and employee engagement and also describes the importance of inclusion in an organization. The diversity which will increases employee trust and engagement. In recruitment they want to target minority group who will go beyond the diversity and inclusions and also concentrated on all the group who will facilitate the diversity and inclusion to inspire trust and enable engaged workforce. In all over the work for engaged they will give top priority and it is also considered as the important factor and also they are recommending diversity and inclusion it is a right way for getting organization success.
2. Spectra Diversity: University diversity and inclusion background. The university measure the staff and faculty by using spectra diversity and inclusion profile to see that progress of diversity and inclusion perception in the view of faculty and staff by 3 different categories , i.e management, culture, policy , practice and procedure, the result only slight changes in that survey they management asked the staff and faculty with open end questions, then the staff key suggestion is additional training is need to staff and faculty of an organization which will not only improve the staff and also the organization can be developed.
3. Diversity and social inclusion in Higher Education by UNESCO: Chair in community based research and social responsibility in higher education (2018) in this case study we analyzed the barriers in Indian Higher Education. Insight and experience of university also studied with different viewpoints and also what are implications can be adopted in Indian Higher Education. Here we can analyze the role of public and Higher Educational Institutions in particulars in gaining much importance here higher educational institutions need to acknowledge and respect the heterogeneity which exists in society, having the responsibility nurturing future citizen of the country. So higher education is expected to play important role in cementing the value of democracy by fathering inclusion recognizing and appreciating diversity building democratic societies.
4. Leading for Equity diversity and inclusion in the Higher Education by John Burkhard, Betty J. overtone are designed to enhance the leadership skill of professional interested in learning directional institutions of higher learning in a diverse democracy after the studying difference educational institutions they can find out the diversity and inclusion are core principles at their institutions. Learner will gain a better understanding how frame their own leadership goals contributes for the change in institutional demography.
5. Queen University Belfas: Good practices in response of cultural diversity by Chaire Mcalynm (2008) here in this case study we are learning that how to respond to cultural diversity. We can find out by this it is relating to the integration of good educational practices from the different categories , pupils, support staff, teachers, and principals in a society not only facing the conflicts of protracted and also responding to the challenging of influx students who have chosen English as a additional language. We recognized that number of common

characteristics of good practice emerging from these schools and also believe that diversity enriches a recognition of the need to move beyond and also integration of inclusion. They studied about curriculum, staffing, parental involvement, pupil voice; inter school learners, learning partnership. So all schools are increasingly accepting in diversity and inclusion their contribution.

8. Conclusion

Diversity and inclusion is a sizeable challenge for any organization, especially those that have previously been less diverse and demonstrably exclusive. Treating everyone fairly to nurture talent, imbuing the Intuitional culture with true inclusiveness and equality while bringing new services to an increasingly discerning diverse public is complex this article we study the benefits and importance, and some of the issues and suggestion to those issues we studied. The main aim of writing this article is what is use of adoption of diversity and inclusion in a Higher Educational Institutions. Higher Educational Institutions are playing very important role for the development of staff, students and also society. This article offers some concrete tips are designed to engage employees at all levels within the Institutions. Remember it is important to commit to the process, value the thought and ideas of every one, and celebrate along the way. By Adopting Diversity and Inclusion in Higher Educational Institutions they work for the organization success, highly it is beneficial to an employee of the intuitions. Now a day it is common that not only in our country all over the world diversity and inclusion are involved in an higher educational institutions go face the global challenges and face the competition in home country with neighboring institutions.

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