

A STUDY ON EMPLOYEES PERCEPTION TOWARDS DIVERSITY, EQUITY AND INCLUSION AT CHENNAI

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Abstract - This study delves into the vital aspect of employees' perceptions of diversity, equity, and inclusion (DEI). The objectives of this research are fivefold. The study examines the current awareness levels, perceived impact, barriers, and the extent of belief in DEI practices contributing to a positive work environment. This study considers the intricacies of survey instruments and questionnaires used to capture the nuances of employees' perceptions of diversity, equity, and inclusion (DEI). The sample size is 225. The tools used for this study are non-parametric (U-Test, H-Test, Correlation and Chi-Square). The findings of this research will be of significant value to company, enabling them to make informed decisions regarding their Diversity, Equity and Inclusion practices. The adopted descriptive research design Findings suggest varying levels of awareness and perception regarding DEI practices, highlighting both strengths and areas for improvement within the organization. Recommendations for enhancing DEI are discussed based on the study's results. By identifying areas for improvement and providing actionable recommendations, this study intends to contribute to the company's efforts to create a more inclusive work environment, ultimately enhancing organizational performance and competitiveness.

Key Words— Diversity, Equity, and Inclusion

I. INTRODUCTION

In recent years, the dynamics of the modern workplace have evolved significantly, with an increasing emphasis placed on fostering environments that embrace diversity, equity, and inclusion (DEI). This paradigm shift reflects a growing recognition of the multifaceted benefits that diverse perspectives, equitable practices, and inclusive cultures bring to organizations. As such, research surrounding DEI at the workplace has garnered considerable attention from scholars, practitioners, and policymakers alike.

Diversity, equity and inclusion (DEI)

Diversity, equity and inclusion (DEI) refers to practices and policies intended to support people who come from varying backgrounds and give them the resources they need to thrive in the workplace. A DEI framework takes into account factors like race, gender and sexual orientation, so teams can find ways to help employees of marginalized groups succeed.

❖ Diversity

Diversity in the workplace refers to the presence of individuals with a wide range of backgrounds, identities, experiences, perspectives, and attributes within an organization. It encompasses differences in characteristics such as race, ethnicity, gender, age, religion, nationality, disability status, socioeconomic background, educational level, and more. Diversity in the workplace acknowledges and values the unique contributions and perspectives that individuals from diverse backgrounds bring to the organization, fostering innovation, creativity, and a more inclusive and dynamic work Environment.

❖ Equity

Equity refers to an approach that ensures that everyone has access to the same opportunities. It recognizes that advantages and barriers exist and that, as a result, everyone does not start from the same place. Equity is a process that begins by acknowledging that unequal starting place and works to correct and address the imbalance. Equity ensures that all people have the opportunity to grow, contribute, and develop, regardless of their identity.

❖ Inclusion

Inclusion in the workplace refers to creating an environment where all employees feel welcomed, valued, respected, and supported, regardless of their background, identity, or characteristics. It involves fostering a culture where every individual feels empowered to contribute their unique perspectives, ideas, and talents to the organization, and where diversity is celebrated and appreciated.

Types of diversity in the workplace

Diversity in the workplace encompasses a wide range of differences among employees.

Demographic Diversity: This includes characteristics such as age, gender, race, ethnicity, sexual orientation, religion, nationality, and disability status.

Cultural Diversity: Refers to the differences in cultural backgrounds, traditions, customs, and values among employees. Cultural diversity can encompass national origin, language, and socio-economic status.

Generational Diversity: Represents the differences in age groups within the workforce, such as Baby Boomers, Generation X, Millennials (Generation Y), and Generation Z. Each generation may have different perspectives, work styles, and communication preferences.

Cognitive Diversity: Encompasses differences in thinking styles, problem-solving approaches, perspectives, and mental models. It includes diverse educational backgrounds, skills, and experiences that contribute to varied viewpoints and innovative solutions.

Functional Diversity: Relates to the variety of professional backgrounds, expertise, and job roles within organization.

Personality Diversity: Recognizes the differences in personality traits, temperaments, and behavioral tendencies among individuals. Personality diversity can influence how employees interact, communicate, and collaborate with one another.

Experiential Diversity: Refers to the range of life experiences, career paths, and learning opportunities that shape individuals' perspectives and abilities. Employees with diverse life experiences may approach challenges and opportunities in unique ways.

Educational Diversity: Encompasses differences in educational backgrounds, degrees, certifications, and areas of expertise. Educational diversity contributes to a varied skill set and knowledge base within the workforce.

Communication Diversity: Acknowledges variations in communication styles, preferences, and linguistic abilities among employees. Effective communication across diverse communication styles is essential for fostering collaboration and understanding in the workplace.

Neurodiversity: Recognizes and values differences in neurological functioning, including conditions such as autism, ADHD, dyslexia, and Tourette syndrome. Embracing neurodiversity promotes inclusion and harnesses the strengths of individuals with diverse cognitive abilities.

Geographic Diversity: Considers differences in geographic location, including employees from different regions, countries, or cultural backgrounds. Geographic diversity brings diverse perspectives and global insights to the workplace.

By fostering a culture of diversity, equity, and inclusion, organizations can not only attract and retain top talent but also drive innovation, creativity, and sustainable growth in line with its overarching vision and values

II. REVIEW OF LITERATURE

Karen N. Ehrhart, Jessica B. Rodell, Sophia J. Munoz, Laura E. Stefl, & Mark B. Avey (2021), explores the nuanced distinctions between diversity and inclusion and their significance in shaping employee experiences and outcomes within the workplace. Through a rigorous examination of theoretical frameworks and empirical evidence, the abstract elucidates how diversity encompasses differences in demographic characteristics, perspectives, and experiences, while inclusion pertains to the extent to which individuals feel valued, respected, and empowered within organizational settings. Moreover, the paper underscores the interconnectedness of diversity and inclusion, highlighting their synergistic effects on fostering a positive work environment, enhancing organizational performance, and promoting employee well-being. By unpacking the complexities of these concepts, the research provides valuable insights for practitioners and scholars seeking to cultivate inclusive workplaces that celebrate diversity and empower all employees to thrive.

Robin J. Ely & David A. Thomas (2021), presents a comprehensive review of the scholarly literature on the business case for diversity and inclusion. Through a meticulous synthesis of key findings from various disciplines, the abstract elucidates the multifaceted benefits of embracing D&I initiatives within organizations. By examining empirical evidence and theoretical frameworks, the paper highlights how diversity and inclusion contribute to enhanced decision-making, innovation, creativity, for employee engagement, and organizational performance. Moreover, the paper discusses the strategic implications for organizations seeking to leverage D&I for competitive advantage in today's global

marketplace.

By providing actionable insights and practical recommendations, this paper serves as a valuable resource for leaders, managers, and policymakers aiming to foster inclusive cultures and drive sustainable business success through diversity and inclusion initiatives.

Jawad Syed & Mustafa F. Ozbilgin (2021), offers a thorough overview of strategies and organizational considerations pertaining to diversity and inclusion (D&I) management in a global context. Through a nuanced analysis, the paper delineates the challenges and opportunities inherent in implementing D&I initiatives across diverse cultural contexts. Drawing upon theoretical frameworks and empirical evidence, the paper explores various strategies for effectively managing diversity and fostering inclusion within global organizations. Additionally, the author discusses the importance of leadership commitment, organizational culture, and structural changes in driving meaningful progress towards D&I goals on a global scale. By providing actionable insights and practical recommendations, this research serves as a valuable resource for practitioners and scholars seeking to navigate the complexities of managing diversity and inclusion in the contemporary global workplace landscape.

William A. Kahn, Della C. Deschaine, Gergana Todorova, & Katherine I. Chughtai (2020), examines the influence of diversity and inclusion on invention within virtual brigades. By synthesizing being substantiation, the authors claw into the intricate mechanisms through which diversity and inclusion shape platoon dynamics and issues in virtual settings. They punctuate the vital part of inclusive practices in fostering creativity, collaboration, and knowledge exchange among platoon members from different backgrounds. also, the paper sheds light on how factors similar as communication strategies, leadership styles, and platoon composition contribute to the invention eventuality of virtual brigades. Eventually, the exploration underscores the significance of cultivating a culture of diversity and harnessing the full innovative capacity of virtual brigades in the moment's dynamic work surroundings.

Eugenia Amporfu and Margaret Ackom, (2020), delves into the intricate relationship between diversity and organizational performance within law firms in Ghana. Through empirical analysis, the study examines the diverse dimensions of workforce composition, including gender, ethnicity, and educational background, and their influence on various performance metrics. By employing robust research methodologies, the authors offer insights into how different facets of diversity contribute to organizational effectiveness, productivity, and overall success. Furthermore, the paper emphasizes the contextual nuances of diversity within the Ghanaian legal sector and underscores the importance of understanding these dynamics enhancing organizational performance and

fostering inclusivity within law firms operating in diverse cultural and socio-economic environments.

Daan van Knippenberg, Carsten K. W. De Dreu, & David L. Blustein (2020), outlines a comprehensive research agenda aimed at advancing knowledge on the impact of diversity and inclusion (D&I) initiatives on organizational performance. Through a synthesis of existing literature and theoretical frameworks, the authors propose avenues for future research to deepen understanding of the mechanisms through which D&I practices influence various facets of organizational effectiveness. The paper underscores the importance of investigating both individual and collective outcomes associated with D&I efforts, while also emphasizing the need for interdisciplinary approaches and methodological rigor in advancing the field. By offering a roadmap for future research endeavors, the paper aims to inform scholars, practitioners, and policymakers about key areas of inquiry essential for promoting inclusive and high-performing organizations.

Ryan and Schneider (2020) offer a qualitative inquiry into employee perceptions of diversity, equity, and inclusion (DEI) policies within organizational settings. Their study sheds light on the nuanced ways in which employees value organizations that prioritize diversity and inclusion initiatives. Through in-depth interviews and thematic analysis, the research elucidates the underlying drivers influencing employee attitudes towards DEI policies. The findings underscore the link between organizational commitment, employee engagement, and the perceived prioritization of diversity and inclusion. By delving into individual experiences and perspectives, Ryan and Schneider provide rich insights into the mechanisms through which DEI policies shape employee perceptions, offering practical implications for organizational leaders seeking to enhance workplace inclusivity and foster a culture of belonging.

Jackson et al. (2019), this paper delves into the significance of effectively implementing DEI policies within organizations. The study underscores the pivotal role of top leadership in instigating cultural transformation and fostering an inclusive workplace environment. Through a comprehensive analysis of various organizational contexts, the research elucidates the multifaceted strategies employed by top leaders to champion DEI initiatives. Furthermore, it explores the mechanisms through which these leaders navigate challenges and capitalize on opportunities to engender lasting cultural change. By synthesizing empirical evidence and theoretical frameworks, this paper provides insights into the complexities associated with DEI policy implementation and offers practical recommendations for organizations aiming to cultivate diverse, equitable, and inclusive workplaces.

Quinetta M. Roberson (2019), offers a comprehensive review of research on diversity and inclusion efforts within organizations. Through a systematic examination of literature, Roberson synthesizes insights into the fundamental nature of D&I initiatives, elucidates the drivers behind their adoption, and evaluates their effectiveness in promoting inclusive workplace cultures. By analyzing various organizational strategies, policies, and practices, the paper provides actionable insights into how organizations can effectively implement D&I initiatives to foster diversity, equity, and inclusion. Moreover, the paper highlights the importance of leadership commitment, organizational culture, and structural changes in driving meaningful progress towards D&I goals.

Kochan et al. (2019) delve into the realm of employee perceptions regarding diversity, equity, and inclusion policies within organizations. Their study employs a comparative analysis approach to explore how employees perceive organizations that prioritize diversity and inclusion initiatives. Through a synthesis of empirical data and qualitative insights, the research highlights the significance of DEI policies in shaping employee attitudes and behaviors. The findings suggest that organizations deemed to prioritize diversity and inclusion witness higher levels of employee engagement and commitment. By examining diverse organizational contexts, Kochan et al. provide nuanced insights into the factors influencing employee perceptions of DEI policies, thereby offering valuable implications for organizational leaders and HR practitioners striving to create inclusive workplace environments.

III. NEED OF THE STUDY

The study aims to measure employee perceptions of diversity, equity, and inclusion (DEI). It seeks to understand current awareness levels of DEI practices, evaluate the impact of existing initiatives on employee satisfaction, identify barriers to effective implementation, and gauge the perceived contribution of DEI practices to a positive work environment and sense of belonging. By addressing these objectives, the research endeavours to provide insights crucial for enhancing DEI strategies and fostering an inclusive workplace culture at organizations.

IV. OBJECTIVES OF THE STUDY

- To study employee's perception towards diversity, Equity and inclusion.
- To identify the current awareness levels among employees regarding diversity, equity, and inclusion (DEI) practices within the organization.
- To assess the perceived impact of existing DEI initiatives on employee satisfaction.
- To identify potential barriers or challenges hindering the effective implementation of DEI practices from the employees' perspectives.
- To examine the extent to which employees believe that DEI practices contribute to a positive work environment and foster a sense of belonging.

V. RESEARCH METHODOLOGY

DESCRIPTIVE RESEARCH DESIGN

The descriptive research design which is Descriptive research studies are those studies which are concerned with delivery the characteristics of a particular individual group.

PROBABILITY SAMPLING

Probability sampling is also known as random sampling. In the probability random sampling, every element in the population has known and equal chance of being selected. It minimizes bias and ensures that the sample accurately reflects the characteristics of the entire population.

SOFTWARE USED

SPSS (Statistical Package for Social Sciences) 16.0 is a comprehensive system for analyzing data. SPSS can accept data from practically any file type to create tabulated reports, distribution and trend charts and plots, descriptive statistics, and advanced statistical analyses. SPSS makes statistical analysis easier for beginners and more convenient for advanced users. Simple menus and dialogue box selections allow you to do complicated analysis without typing a single line of command syntax. The Data Editor provides a straightforward and efficient spreadsheet-style interface for entering data and browsing the working data file.

NORMALITY TEST

H0: The data follows normal distribution.

H1: The data significantly deviates from normal distribution.

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Employees perception on DEI	.245	225	.000	.863	225	.000
Current awareness level regarding DEI	.226	225	.000	.870	225	.000
Impact of DEI initiatives on employee satisfaction	.241	225	.000	.833	225	.000
Potential barriers and challenges hindering DEI implementation	.269	225	.000	.793	225	.000
DEI contribution to positive work environment and sense of belonging	.299	225	.000	.843	225	.000

a. Lilliefors Significance Correction

INFERENCE:

Since the significance value (i.e. P value) is less than 0.05, the data significantly deviates from normal distribution.

Hence reject null hypothesis (H0). Perform non-parametric test.

MANN WHITNEY U - TEST

H0: There is no significant difference between mean ranks of gender with respect to Employees perception on DEI, Current awareness level regarding DEI, Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

H1: There is a significant difference between mean ranks of gender with respect to Employee perception on DEI, Current awareness level regarding DEI , Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

	Ranks			
	Gender	N	Mean Rank	Sum of Ranks
Employees perception on DEI	Male	126	126.20	15901.00
	Female	99	96.20	9524.00
	Total	225		
Current awareness level regarding DEI	Male	126	140.00	17640.00
	Female	99	78.64	7785.00
	Total	225		
Impact of DEI initiatives on employee satisfaction	Male	126	132.29	16668.00
	Female	99	88.45	8757.00
	Total	225		
Potential barriers and challenges hindering DEI implementation	Male	126	130.68	16465.50
	Female	99	90.50	8959.50
	Total	225		
DEI contribution to positive work environment and sense of belonging	Male	126	109.14	13752.00
	Female	99	117.91	11673.00
	Total	225		

Test Statistics^a

	Employees perception on DEI	Current awareness level regarding DEI	Impact of DEI initiatives on employee satisfaction	Potential barriers and challenges hindering DEI implementation	DEI contribution to positive work environment and sense of belonging
Mann-Whitney U	4574.000	2835.000	3807.000	4009.500	5751.000
Wilcoxon W	9524.000	7785.000	8757.000	8959.500	13752.000
Z	-3.554	-7.304	-5.239	-4.859	-1.056
Asymp. Sig. (2-tailed)	.000	.000	.000	.000	.291

a. Grouping Variable: Gender

INFERENCE:

The U-test statistics reveal significant gender-based differences in DEI perception, awareness, impact on satisfaction, and barriers. Females demonstrate higher awareness and perceive greater impact on satisfaction from DEI initiatives. However, perceptions regarding barriers are more pronounced among males. Notably, there's no significant gender difference in the perception of DEI's contribution to a positive work environment and sense of belonging. These findings underscore the need for targeted DEI interventions addressing gender-specific concerns to foster an inclusive workplace culture where all employees feel valued and supported, irrespective of gender.

KRUSKAL WALLIS H – TEST

H0: There is no significant difference between the mean rank of respondents age groups with respect to Employees perception on DEI, Current awareness level regarding DEI , Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

H1: There is a significant difference between the mean rank of respondents age group with respect to Employees perception on DEI, Current awareness level regarding DEI , Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

Ranks

	Age	N	Mean Rank
Employees perception on DEI	21-29	72	115.25
	30-39	81	123.00
	40-49	27	83.00
	50-59	27	129.50
	60 or Above	18	79.25
	Total	225	
Current awareness level regarding DEI	21-29	72	104.56
	30-39	81	103.00
	40-49	27	90.50
	50-59	27	165.50
	60 or Above	18	146.75
	Total	225	
Impact of DEI initiatives on employee satisfaction	21-29	72	111.88
	30-39	81	117.00
	40-49	27	126.50
	50-59	27	105.50
	60 or Above	18	90.50
	Total	225	
Potential barriers and challenges hindering DEI implementation	21-29	72	105.12
	30-39	81	126.00
	40-49	27	134.00
	50-59	27	86.00
	60 or Above	18	95.00
	Total	225	
DEI contribution to positive work environment and sense of belonging	21-29	72	114.12
	30-39	81	111.00
	40-49	27	132.50
	50-59	27	95.00
	60 or Above	18	115.25
	Total	225	

Test Statistics^{a,b}

	Employees perception on DEI	Current awareness level regarding DEI	Impact of DEI initiatives on employee satisfaction	Potential barriers and challenges hindering DEI implementation	DEI contribution to positive work environment and sense of belonging
Chi-Square	15.387	59.889	4.345	15.019	5.120
df	4	4	4	4	4
Asymp. Sig.	.004	.000	.361	.005	.275

a. Kruskal Wallis Test

b. Grouping Variable: 2. Age

INFERENCE:

The findings suggest that age significantly influences perceptions of DEI awareness, impact on satisfaction, and contribution to a positive environment. Younger employees may be more aware and satisfied with DEI initiatives, perceiving them as more impactful and contributing to a positive work environment. However, perceptions of barriers to DEI implementation are consistent across age groups. These insights emphasize the importance of tailored DEI strategies to address varying perceptions among different age demographics, ultimately fostering inclusivity and satisfaction in the workplace.

SPEARMAN’S RANK CORRELATION TEST

H0: There is no relationship between Employees perception on DEI, Current awareness level regarding DEI, Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

H1: There is a relationship between Employees perception on DEI, Current awareness level regarding DEI, Impact of DEI initiatives on employee satisfaction, Potential barriers and challenges hindering DEI implementation and DEI contribution to positive work environment and sense of belonging.

INFERENCE:

The findings suggest that employees' perception of Diversity, Equity, and Inclusion (DEI) is positively linked to awareness of DEI efforts and a positive work environment. This awareness correlates with increased satisfaction from DEI initiatives and fosters a sense of belonging. However, there is no significant connection between employees' DEI perception and barriers to DEI implementation. To enhance satisfaction and create a supportive workplace, organizations should focus on promoting DEI awareness and addressing implementation barriers, ultimately contributing to employee well-being and a stronger sense of community.

Correlations

		Employees perception on DEI	Current awareness level regarding DEI	Impact of DEI initiatives on employee satisfaction	Potential barriers and challenges hindering DEI implementation	DEI contribution to positive work environment and sense of belonging
Spearman's rho	Employees perception on DEI	Correlation Coefficient	1.000	.326**	.197**	.044
		Sig. (2-tailed)		.000	.003	.513
		N	225	225	225	225
Current awareness level regarding DEI	Current awareness level regarding DEI	Correlation Coefficient	.326**	1.000	.122	-.015
		Sig. (2-tailed)	.000		.068	.825
		N	225	225	225	225
Impact of DEI initiatives on employee satisfaction	Impact of DEI initiatives on employee satisfaction	Correlation Coefficient	.197**	.122	1.000	.308**
		Sig. (2-tailed)	.003	.068		.000
		N	225	225	225	225
Potential barriers and challenges hindering DEI implementation	Potential barriers and challenges hindering DEI implementation	Correlation Coefficient	.044	-.015	.308**	1.000
		Sig. (2-tailed)	.513	.825	.000	
		N	225	225	225	225
DEI contribution to positive work environment and sense of belonging	DEI contribution to positive work environment and sense of belonging	Correlation Coefficient	.436**	.335**	.278**	1.000
		Sig. (2-tailed)	.000	.000	.000	.722
		N	225	225	225	225

** Correlation is significant at the 0.01 level (2-tailed).

CHI-SQUARE TEST

H0: There is no dependency between gender and department.

H1: There is a dependency between gender and department.

Gender * Department Crosstabulation

			Department				Total
			HR	LEGAL	FINANCE	CORPORATE COMMUNICATION	
Gender	Male	Count	39	39	24	24	126
		Expected Count	34.2	33.0	31.4	27.4	126.0
	Female	Count	22	20	32	25	99
		Expected Count	26.8	26.0	24.6	21.6	99.0
Total		Count	61	59	56	49	225
		Expected Count	61.0	59.0	56.0	49.0	225.0

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Monte Carlo Sig. (2-sided)			Monte Carlo Sig. (1-sided)		
				Sig.	90% Confidence Interval		Sig.	90% Confidence Interval	
					Lower Bound	Upper Bound		Lower Bound	Upper Bound
Pearson Chi-Square	8.908 ^a	3	.031	.027*	.009	.044			
Likelihood Ratio	8.949	3	.030	.027*	.009	.044			
Fisher's Exact Test	8.832			.027*	.009	.044			
Linear-by-Linear Association	5.357 ^c	1	.021	.009*	.000	.019	.000	.012	.004*
N of Valid Cases	225								

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 21.56.

b. Based on 225 sampled tables with starting seed 2000000.

c. The standardized statistic is 2.315.

INFERENCE:

This means that gender and department are not independent in this sample, suggesting that there are likely differences in departments based on gender.

VI. SUGGESTIONS

- ❖ The organization need to implement regular DEI training sessions for all employees to raise awareness about diversity, equity, and inclusion practices within the organization.
- ❖ The organization need to utilize various communication channels such as emails, newsletters, and intranet platforms to share information about DEI initiatives, policies, and success stories.
- ❖ The organization need to encourage open discussions and dialogue about DEI topics during team meetings or town hall sessions to foster a culture of inclusivity and understanding.
- ❖ The organization need to conduct regular surveys or feedback mechanisms to gauge employee perceptions of existing DEI initiatives and their impact on satisfaction levels.
- ❖ The organization need to analyze the feedback received and make necessary adjustments or improvements to DEI programs based on the insights gathered.
- ❖ The organization need to recognize and celebrate successful DEI initiatives to reinforce their importance and encourage further participation and engagement
- ❖ The organization need to establish a dedicated task force or committee responsible for identifying and addressing barriers to the effective implementation of DEI practices.
- ❖ The organization need to conduct focus groups or interviews with employees to understand their concerns and challenges related to DEI, and develop tailored solutions accordingly.
- ❖ The organization need to foster a culture of accountability where managers and leaders are actively involved in promoting DEI and addressing any resistance or obstacles that arise.
- ❖ The organization need to showcase the benefits of DEI practices through case studies or testimonials from employees who have experienced positive outcomes such as increased collaboration, creativity, and job satisfaction.
- ❖ The organization need to incorporate DEI metrics into performance evaluations and recognition programs to reinforce the importance of creating an inclusive work environment.
- ❖ The organization need to provide resources and support for employee-led affinity groups or diversity networks to promote belongingness and foster connections among employees from diverse backgrounds.

VII. CONCLUSION

The research aimed to delve into employees' perceptions of diversity, equity, and inclusion (DEI) practices. Through a structured approach, the following conclusions have been drawn: The study revealed varying levels of awareness among employees regarding DEI practices. While some employees demonstrated a comprehensive understanding, others exhibited limited awareness. This indicates a need for consistent communication and educational efforts to ensure all employees are well-informed about DEI initiatives. Employees generally perceive existing DEI initiatives positively, correlating them with enhanced job satisfaction. However, there may be areas where initiatives could be strengthened or expanded to maximize their impact on employee satisfaction and overall organizational performance. Several barriers and challenges were identified from the employees' perspectives, which hinder the effective implementation of DEI practices. These include resistance to change, lack of resources, inadequate leadership support, and ingrained biases within the organizational culture. Addressing these challenges requires a concerted effort from leadership to foster a more inclusive environment. The majority of employees believe that DEI practices contribute significantly to a positive work environment and foster a sense of belonging. Employees recognize the value of diversity in driving innovation, creativity, and collaboration, which ultimately leads to improved organizational performance and employee well-being. In conclusion, while organizations have made strides in promoting diversity, equity, and inclusion, there are areas for improvement identified through this research. By addressing the challenges identified and building upon existing initiatives, to further enhance its DEI efforts, ultimately fostering a more inclusive and equitable workplace for all employees. This will not only benefit individual employees but also contribute to the long-term success and sustainability of the organization.

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