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Managing People

LCBB5004

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INTRODUCTION

- Managing people in an organization is a crucial step that determines the growth of a company.
- This presentation is aiming at analysing the inclusive and diversity in a workplace environment considering Tesco as the case study.

And the objectives are as follows:

- To analyze inclusiveness and diversity at workplace
- To analyze the role of HR in creating an inclusive and diverse workplace
- To evaluate How HR can promote an inclusive and diverse workplace?



Tesco Marketing Company



➤ Tesco has considered social media marketing, the use of SEO and website strategies to reach its different customers.



➤ This is among the companies that have demonstrated the use of inclusiveness and diversity in workplaces.



➤ Through its hiring process, every candidate is given a chance to prove of their qualifications

➤ There are no limitations of their geographical locations , as it has employees who have had to relocate from their countries to work in UK





- Through its services various cultural diversity has been seen.
- According to the Tesco managerial, the diversification has been able to help them give the clients different services in regard to their needs.
- Marketing is a complex process that needs one to understand the different cultures of the target audience.
- Having a diversified employee scope has showcased its effectiveness in helping develop distinct and to point marketing strategies that yields many companies high success.

➤ Currently, It doesn't matter if a 4-day work week is implemented or employees are allowed to work from home; the traditional 9-to-5 work week is no longer suitable.

➤ The evidence reveals that businesses that offer flexible employment have a competitive edge, even though employees appreciate the time and money saved by not having to commute (Buengeler et al., 2018).



- **Giving workers additional location flexibility helps those who might have physical limitations or are dealing with short-term or long-term health issues.**
- **Working from home frees people from the strain and difficulties of commuting.**
- **It allows them to avoid extra attention from coworkers, enables them to set up their desks according to their unique needs, and enables them to schedule their workday or take breaks according to their handicap.**



Available Research



- An international workplace group study found that 84 percent of British businesses adopt flexible working to increase employee retention (Okolie, 2020).
- Additionally, 88 percent of respondents from Mexico concur that flexible employment may enable businesses to acquire a more diverse workforce
- Additional information reveals an overall rise in productivity.
- According to a study, businesses that permit flexible scheduling are more likely to experience success (Triguero-Sánchez, 2018)

Inclusive workplace



- Even though the idea of employing a new employee from a foreign place could initially sound intimidating, think about how their distinctive background might give your team a fresh perspective.
- In any case, how likely is it that the best talent resides within a 20-mile radius of your corporate headquarters?
- One of the most prevalent cognitive biases is distance prejudice, which makes us reflexively believe that things that are closer in time or space are superior to those that are further away.

Inclusive workplace

➤ When younger generations or people from diverse cultures enter the workforce, flexible employees and management will have less difficulties (Duchek 2020).

➤ Change will occur naturally and organically when people with flexible mindsets are leading projects at the center of your business.



Without a flexible leadership structure, a company is more likely to experience an internal crisis that could have an impact on employer branding, productivity, attrition, and even reputation when changes take place.

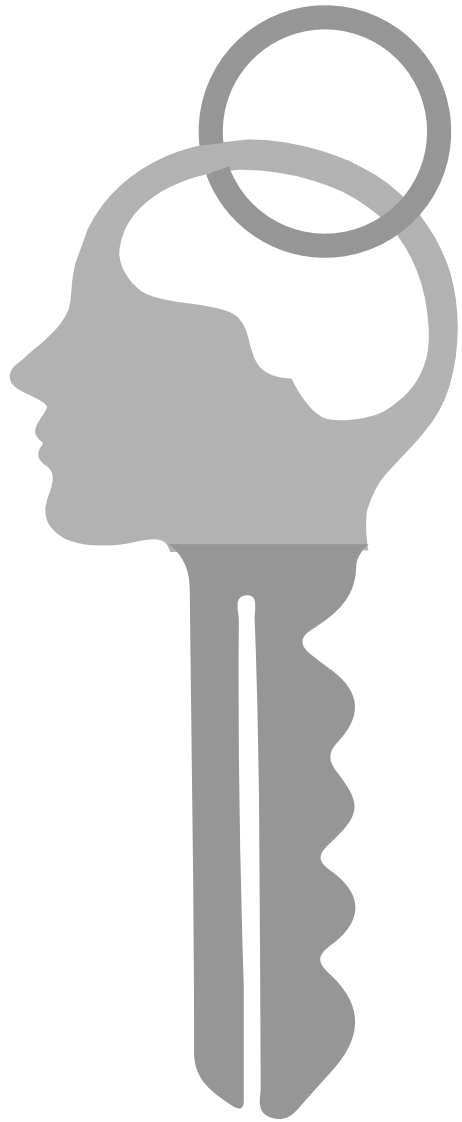


Responsibility of HR to promote inclusive workplace



- Does your company have a location in London? Don't automatically reject a candidate because they live in Bristol because of where they are.
- It is the responsibility of HR leaders to promote inclusive workplaces that offer opportunity to all employees and to develop creative strategies to decrease workplace bias.
- D&I (Diversity and Inclusion) at work is complex, and the purpose is not simply to create a work group that is diverse. D&I encompass more than only employing a diverse workforce.

Responsibility of HR to promote inclusive workplace



- D&I holds an ethical and a corporate responsibility that promotes justice in a workplace and develop a sense of belonging by guaranteeing workers equal treatment and opportunity in all categories of their work
- Management may embrace the idea and endeavor to create an inclusive culture if it fully appreciates the importance of such a culture and has the appropriate leadership abilities.

HR in Inclusive workplace

The background of the slide features a collection of incandescent light bulbs scattered across a dark surface. One bulb in the center-right is illuminated, casting a warm, yellow glow that highlights the bulbs immediately around it and creates soft shadows. The other bulbs are unlit, appearing as dark, reflective shapes against the dark background.

- How can HR promote an inclusive and diverse workplace?
observation of diversity
- In most circumstances, it could be difficult to adequately characterize diversification within a particular firm.
- Audits could be employed to achieve this. Human resource departments should keep a close watch on diversity.
- This should be conducted for both employment policies and current employees. This will enable accurate ongoing monitoring..



Extension of the talent pool



➤ Whenever it comes to diversification, Human Resource should focus on hiring and training a diverse staff.



➤ There are several methods for achieving this.

➤ Partnerships with internal or external entities could be one of them.

Mentorship and diversification



➤ Like hiring, mentorship could be done internally or externally.

➤ For example, several HR professionals work with local schools or youth groups.



➤ This helps to foster ability in children and ensures that many people from various origins are informed of their opportunities.



Changing the Supply

- HR teams advise that you should make sure that your supply chain is diverse.
- Additionally, it needs to convey your target market and the business benefits of supply chain diversity.

The Prospects for Diversity

- It is clear that HR contributes to diversity.
- Businesses should start thinking about these changes to recruitment if they haven't already, but they must implement them as soon as they can.



- With that said, such measures can enable the company in reorienting itself.
- Despite positive advancements in recruiting, key sectors including mentorship, supply network diversity and promotion, and management must still be given priority in order to ensure that corporations are fostering the progress of racial and ethnic minorities within their enterprises.



References

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THANK YOU

