

TITLE:

**DIGITAL SKILLS AND RESEARCH METHODS
TERM 2**

STUDENT NAME:	ADEBOMI SALU
STUDENT NUMBER:	1809923
MODULE NAME:	DIGITAL SKILLS & RESEARCH METHODS
MODULE NUMBER	BMSK4003
LECTURER'S NAME	BALAN KANDASAMY

TASK: Write a report of 2,000 words, on a relevant and appropriate workplace topic showing evidence of a use of a range of research methodologies and an understanding of effective and ethical data collection and interpretation.

TOPIC: EXAMINING THE BENEFITS OF EQUALITY AND DIVERSITY IN THE WORKPLACE.

TABLE OF CONTENTS

ABSTRACT

INTRODUCTION

LITERATURE REVIEW

RESEARCH METHODOLOGY

RESULTS

LIMITATION OF RESEARCH

RECOMMENDATION FOR FUTURE RESEARCH

CONCLUSION

REFERENCES

ABSTRACT

This report examines Equality and Diversity in the workplace, how it is managed, the benefits, importance, advantages and also disadvantages. We would understand the definition of both Equality and also Diversity, as well as the aims and objectives in the workplace.

The purpose of this report is to find out through research, using Secondary research, the benefits of Equality and Diversity in the workplace. Also, exploring some theories and models that businesses and workplaces rely on or are the guidelines. The Equality Act of 2010 was introduced and this is being used by most companies. There are different characteristics that fall under the Equality and Diversity and these are age, religious affiliation, race, gender reassignment, just to name a few.

The methodology used in my study falls under the quantitative data which the researchers have used. This report shows how tech companies in the US have done streamlining my report to investigating the diversity in race and sex.

Evidently, this report highlights the fact that discrimination still exists in some organisations however, work is being done to address this big gap.

In conclusion, more needs to be done in the workplace to make Equality and Diversity part of the policy because of all the benefits gained for the success of the workplace.

INTRODUCTION

AIM: The aim of this research is to identify the practicalities and benefits of Equality and Diversity in the workplace, showing how some businesses have benefited and boosted their chances of success from their diverse employees.

OBJECTIVES:

- To understand Equality and Diversity in the workplace. Every individual is given a chance in achieving their potential in an environment free of prejudices. “Regardless of age, race, gender, class, sexual orientation, religion or belief, disability or the passport they hold, every worker should enjoy an equal chance to up-skill or learn something new at work”. (O’Grady, 2012).
When those differences are taken into account, there is positive value evident in that workplace.
- To identify different characteristics of Equality and Diversity. As Equality is all about equal opportunity for all employees, Diversity is about placing value on how different every individual is, and recognising it for creating a productive and effective workplace. (O’Grady, 2012).
- To identify the practicality of Equality and Diversity in the workplace. Making sure employees participate in learning, sharing ideas and experiences. Also employees have to be protected from discrimination and this can be found under ‘The Equality Act (2010)’.

RESEARCH QUESTION: WHAT ARE THE BENEFITS OF EQUALITY AND DIVERSITY IN THE WORKPLACE?

LITERATURE REVIEW

Definition: Wikipedia (2019), defines Equality and Diversity as a term used in the United Kingdom to define and advocate equality, diversity and human rights as defining values of society. It supports equality and opportunity for all, equipping every individual with the chance to achieve their potential, free from prejudice and discrimination.

Importance and Advantages: Equality and Diversity is very important in the workplace because having employees with a wide variety of skills and backgrounds, experiences, talents and resources, that workplace shows as ambitious and will be able to compete favourably with others in the industry.

A company with a diverse workforce would have an advantage over another company in the same business without a diverse workforce because of the reasons given above. There is a larger pool of talents and this allows a business to secure the benefits of a broader market thereby leading to increased productivity and the business also gain more knowledge of a diverse community. (Cambridge Network, 2017).

Wolfe (2017) also pointed out that research indicates that a company becomes innovative and competitive when that company embraces equality and diversity in their workforce. He specifically emphasised on tech companies where his research was focused. Due to adopting this method, those tech companies have continuously grown productively. It also provides a wide pool of staff with diverse skills.

In support of these advantages especially in this modern and innovative world, Forbes study has been able to pinpoint that equality and diversity is the important motivation for internal innovation and business growth. It also specified that groups of high-ability problem solvers are normally outperformed by groups of diverse problem solvers. (Walter, 2014).

Disadvantages: Thibodeaux (2019) pointed out that some employees might lose their unique identity in the efforts to blend into the work culture. This is a disadvantage because then employees from different culture might start to lose that which makes them different. Also, because there is

a large variety of selection rules, more time could be wasted trying to recruit employees, review and make decisions.

Similarly, using initiative to accomodate someone in a wheelchair can prove to be expensive for the company although if the skills and experiences of that person is taken into consideration, it could prove advantageous in the long run. Thibodeaux (2019).

An article by Emma (2019) also pointed out a disadvantage in short-term cost outlay. She sighted the 'American with disability Act' which worthy of note that, it caused expensive changes to businesses and forced them to be flexible. Flexibility here is a good thing. Example sighted was in the case of having devout muslims as staff and having to give them time for prayers during working hours and also adding or converting toilets to accommodate transgender employees.

Theories: The Equality Act 2010 was introduced in the United Kingdom to encourage good relation between employees and also to get rid of unlawful discrimination. Petty (2016). The Act stipulates that it is unlawful for employers to discriminate against their employees or when recruiting for workers, and also makes it obligatory to make adjustments necessary so that every employee has the same opportunities. It is imperative that all businesses and places of work complies thereby promoting equality and diversity.

Petty (2016) also stressed that under the Act, employees cannot be discriminated against if they fall under the following 'protected characteristics':

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion and Belief
8. Sex
9. Sexual orientation

Furthermore, Devon County Council have a 'Social Model of Disability'. They are able to distinguish between 'impairment' and 'disability'. They are working to remove the barriers that people have by their social approach regarding people with disabilities. One of the ways they do this is by assisting service users and disabled employees to begin work later than the able employees because of the extra time needed to get to work due to their mode of transport or inaccessible transport system. (Devon County Council 2019).

RESEARCH METHODOLOGY

Definition: This is the procedure for gathering statistics, data and knowledge, for the benefit of making business decisions, where present and historical information, survey and research techniques, and also publication research could be included. (Business dictionary 2019).

There are two types of research methodology and these are;

- Qualitative data
- Quantitative data.

Qualitative data can be categorised into Nominal data (age, gender) and Ordinal data i.e. (lower class, lower middle class, upper class) and so on in ascending order. Qualitative research is a scientific method of study used in gathering non-numerical data. (Wikipedia 2019).

Quantitative data is mostly used for mathematical research. There are also two types which are 'Discrete' (age, shoe size) and 'Continuous' (anything measured that you cannot give exact value). Quantitative research is the systematic factual investigation of observable occurrence using mathematical and statistical techniques. (Wikipedia 2019).

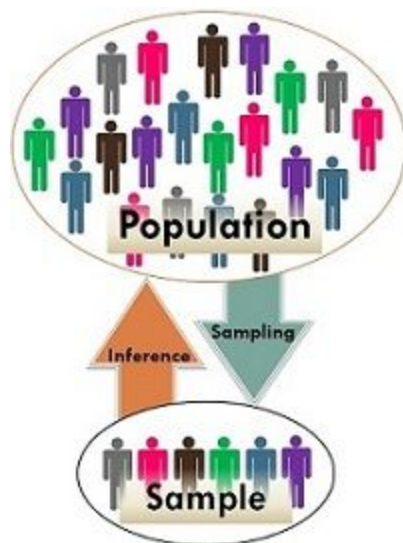
In this research, I will be applying the Quantitative research method because my data and information is gathered from research already done through the internet by secondary research.

This report will be concentrating on 'Indeed' the company that helps millions of people search for jobs online. They help people explore how to acquire a job by searching for various jobs online by sending your CV or securing a job through LinkedIn.

I will also report on researches carried out by 'McKinsey & Company' which is a consulting company that helps other businesses and places of work to design organisation to reduce costs, drive growth and strengthen both short-term and long-term performance.

Population in research is a collection of people with similar characteristics or having at least one common feature.

Sample on the other hand is part of the population chosen to represent the entire population. (Surbhi 2016).



(Keydifferences.com)

We understand that proper sampling methods are important for eliminating bias in selection process as well as making sure cost is reduced and efforts in gathering samples is favourable too. There are different ways of selecting samples which are random sampling, systematic or purposeful sampling and stratified sampling. Stratified sampling is where the population is divided into categories and then randomly selecting from each category. It is evident that the research I will be focusing on have employed the stratified sampling.

RESULTS

Findings, Analysis and Discussion

The head of human resources (HR) at Indeed, (Wolfe 2017), revealed results of a survey on equality and diversity within people working for tech companies across the USA. The sample size was one thousand and two (1,002) people within the large population of different tech companies. The survey reveals that 77% of respondents agree that diversity is quite or very important in the workplace. He found that diversity is fundamental to the ecosystem of a company. One of the many reasons is that it creates an inclusive environment with the diversity of skills, experiences, abilities and culture. (Wolfe 2017).

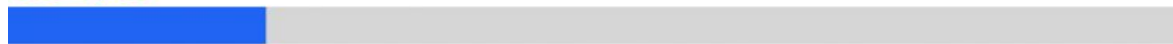
The survey also finds that when asked if the respondents are aware of the action their company takes to ensure equality and diversity, 57% said they are not aware while 25% said their company are not taking any action. (Wolfe 2017).

As a result, the focus is on developing programmes where the tech company recruiter's focus is on developing an inclusive and supportive work environment. One of the actions is becoming partners with Universities and Organisations to supply a mixed skills and abilities especially in the underrepresented group so there is no bias. (Wolfe 2017).

One of the sample question was;

Have you ever felt you were discriminated against at your current workplace/company due to your race, gender, age, religious affiliation or sexual orientation?

32% of Asian respondents said they had felt discriminated against



29% of female respondents said they had been discriminated against



Source: Survey of 1002 US tech workers currently employed (Dec, 2016)

indeed

The above chart was from a survey of 1,002 tech workers across board in the USA (December, 2016). We can see from this chart that, 32% of Asian respondents felt they were discriminated against whilst 29% female respondents have been discriminated against. (Wolfe 2017).

The next table shows the racial diversity in some major US tech companies workforce:

Company	White	Black	Asian	Latino	Other
Amazon	52%	18%	13%	13%	5%
Apple	56%	9%	19%	12%	3%
Facebook	52%	2%	38%	4%	4%
Google	59%	2%	32%	3%	4%

Source: diversity disclosure of some US tech corporate companies. Percentages are rounded up. (table taken from 'breaking the mould')

As evident in the table above, all the 4 companies have significantly more 'white' employees than the other races. However, Amazon has more Black employees compared to the other races excluding Whites and so does Apple has more Asian employees than the other races too (excluding Whites).

Mckinsey (2016) explained in the report that because of the pressure regarding equality and diversity advocates and watchdogs, many tech companies have to disclose their racial makeup and are also striving to change company cultures by hiring more diverse race.

Limitation of Research: I limited my research to Secondary research due to the limited time I had between completely understanding what is required of me. I felt there were enough data from research already conducted by

able companies I could apply in my assignment. Hence, I could not do a Primary research.

Recommendations for future Researches: The above limitations can be overcome by asking more questions, asking for more help and also choosing an easier topic. Also by limiting the topic from a broad context to an streamlined topic.

CONCLUSION

In conclusion, Equality and diversity aims to ensure that people has access to the same opportunities and fair treatment in the workplace.

According to (Petty, 2014), she pointed out that everyone deserves to work in an environment free from discrimination, harassment, victimisation and bullying but unfortunately, it is not the case in all workplace. Thereby, Equality and Diversity must be promoted and be guided by a policy. She also stated that research shows that, workplaces that follow these guidelines thrive and achieve success.

REFERENCES

Business Dictionary (2019). Research Methodology. Available at <https://www.businessdictionary.com> (Accessed on 1st May 2019).

Cambridge Network. Why is a diverse and equal workplace so important? Available at <https://www.cambridgenetwork.co.uk> (Accessed: 1st May 2019).

Devon County Council. (2019) Equality and Diversity. Available at <https://www.devon.gov.uk> (Accessed: 1st May 2019).

O'Grady, F. (2012) Breaking through the barriers. Available at <https://unionlearn.org.uk> (Accessed: 30th April 2019).

Petty, L. (2016) How Equality and Diversity Improves Your Workplace. Available at <https://www.highspeedtraining.co.uk> (Accessed: 1st May 2019).

Surbhi, S. (2016) Difference between Population and Sample. Available at <https://www.keydifferences.com> (Accessed: 2nd May 2019).

Thibodeaux, W. (2019) Advantages and Disadvantages of Equality in the Workplace. Available at <https://www.smallbusiness.chron.com> (Accessed: 1st May 2019).

Walter, E. (2014) Reaping the Benefits of Diversity for Modern Business Innovation. Available at <https://www.forbes.com> (Accessed: 1st May 2019).

Wikipedia, (2019) Equality and Diversity (United Kingdom). Available at [https://en.wikipedia.org/wiki/Equality_and_diversity_\(United_kingdom\)](https://en.wikipedia.org/wiki/Equality_and_diversity_(United_kingdom)). (Accessed: 30th April 2019).

Wolfe, P. (2017) Indeed's Head of HR Unpacks Resent Diversity Survey Results [blog]. 22 February. Available at <https://www.blog.indeed.co.uk> (Accessed: 1st May 2019).

INTRODUCTION