

Managing People



ASSESSMENT 1 INDIVIDUAL PRESENTATION

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Introduction

- Flexible working condition is an important aspect.
- Taking account of individuals' personal needs and allowing.
- Better sync can help to maintain personal responsibilities.
- The human resource (HR) department has certain responsibilities.
- Maintain flexible working conditions.
- Inequality at work can create barriers.
- Unequal pay, gender inequality, the disparity in promotions.
- Sexual incidents and harassment and racism.
- Evaluates inequality at work and the role of HR.

Inequality at work



- Based on gender, sexuality, height, weight, accent, or race.
- Creates barriers to performing different tasks.
- The covid-19 pandemic has created a higher impact.
- Job market and employees are losing occupations due to huge layoffs.
- Mostly faced by women, height, disabilities, races, or other issues.
- HR must play an important role in the inequality practices.



Inequality at work

Unequal pay:

- Equal pay for both men and women are an important.
- The gender pays gap creates barriers.
- Ensuring equal payment and maintaining proper pay facilities.



Inequality at work

Bias working:

- Bias against mothers or focusing specifically on gender.
- Create difficulties for women to accomplish their tasks.
- Devotion to family and childcare makes them less committed.
- Unable to put in long hours compared to males in high-level jobs.
- Feeling biased at work can put a negative impression.



Inequality at work

Racism:

- Black, indigenous, or other coloured people.
- Create racial injustice and can create barriers or inequality.
- Being disrespectful or being interrupted can create allies.
- Actions calling or rallying for seeking new opportunities.



Inequality at work

Wage gaps:

- The gender pay gap is a common factor in the UK.
- Women get paid an average of 17 pence less than men.
- Pay gaps are higher at the senior level or depend on the type of work.
- Higher wage gaps create inequality at work and make it difficult.



Inequality at work

Professional competency:

- Inequality at work creates professional competency.
- Facing gender competency makes a difficult situation at work.

Sexual harassment:

- Facing sexual harassment in the work creates difficulties to perform.
- In the male-dominated working situation.
- Sexual harassment is most common and makes working activities barriers.
- Women face discomfort at the time of working.
- Makes diminishes opportunities for career development.

Role of HR addressing inequality



Equal payment:

- HR ensures all employees are getting equal pay.
- Proper follow-up and collaboration with everyone.
- Help to encourage promotional activities.
- Evaluating employee payment facilities and ensuring everyone.
- Equal payment at work are helpful to encourage equal practices.

Role of HR addressing inequality



Motivation and development:

- Effective motivation practices are the core part of HR.
- Encourage further development practices.
- Evaluation of all the areas with justified advantages.
- Development activities for future processes.
- HR makes sure proper motivation process of everyone.

Role of HR addressing inequality



The Equal Act 2010:

- Collaboration with all employees without any inequality.
- The equal act is helpful to ensure equality.
- Age, disability, gender reassignment, marriage and civil partnership.
- Pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Training:

- Employees require proper training that can encourage.
- Effective training features are helpful for the decision-making process.

Role of HR addressing inequality



Communication and management:

- HR make sure proper communication and management.
- Employees can help to manage equality at work.
- Reduction of discrepancy and tactics to increase diversity can help to manage various issues.
- Proper combination with all employees.



Conclusion

- HR department plays an important role in the equality management at workplace.
- Evaluating all the areas and management techniques.
- Help to secure employees are getting proper benefits.
- Creating better workplace can help to reduce inequality.
- Manage proper development for everyone.
- HR seeks for diverse techniques and strategies.

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Thank you

QUESTIONS?