

A Study on Impacts of workplace Discrimination on Employee Wellbeing

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INTRODUCTION

Workplace discrimination remains a critical issue affecting employee wellbeing and organizational health. It involves unfair treatment based on factors like gender, race, age, or disability, often leading to stress, low morale, and reduced productivity. This article explores the impact of such discrimination on employees at Solara Active Pharma Sciences Ltd and highlights the need for inclusive practices to promote a healthier, more supportive work environment.

REVIEW OF LITERATURE

Martinez & Lee (2024) studied companies with anti-discrimination training and inclusive policies and found that proactive inclusion significantly improves employee wellbeing. Supportive leadership, employee resource groups, and anonymous reporting mechanisms emerged as key protective factors against workplace discrimination's harmful effects.

Nguyen & Patel (2024) assert that inclusive leadership and robust diversity, equity, and inclusion (DEI) programs can buffer the negative effects of discrimination. Psychological safety, fostered by empathetic management, enhances resilience among marginalized employees.

Moreover, **Alvarez (2024)** introduced the concept of “discriminatory silence,” referring to organizational cultures that ignore or downplay discrimination complaints. Such environments amplify employee distress and diminish trust in leadership.

Research Design

Data Collection Methods:

- **Primary Data:** Structured survey questionnaire with closed-ended questions.
- **Secondary Data:** Literature reviews from journals, official documents, and HR publications.

Sample size: 103 respondents

Data were collected from employees across different departments and hierarchical levels at Solara Active Pharma Sciences Ltd.

Sampling Technique:

Convenience sampling :Is a non-probability sampling method in which researchers select participants who are easiest to reach or readily available. This type of sampling is often used when quick, inexpensive, and easy data collection is needed, especially in early stages of research or when other sampling methods are impractical

Statistical Tool:

- ANOVA

H₀: There is no significant difference in the mean scores across the different feeling valued groups.

H₁: There is at least one group that differs significantly from the others in mean score.

ANOVA

feelingvalued

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.561	4	1.140	5.519	<.001
Within Groups	19.629	95	.207		
Total	24.190	99			

DISCUSSION

There is a significant relationship between feeling valued and likelihood to leave ($p < 0.001$). Employees who feel more valued are less likely to leave the organization.

The majority (56%) of respondents are male. The majority (47%) of respondents have 1–3 years of experience. The majority (63%) of respondents have not experienced workplace discrimination. The majority (38%) of respondents faced racial or ethnic discrimination. The majority (38%) of respondents experience discrimination occasionally. The majority (35%) of respondents reported no impact on mental health due to discrimination. The majority (34%) of respondents experienced anxiety due to discrimination. The majority (32%) of respondents are satisfied with their job. The majority (59%) of respondents feel valued and respected in their workplace. The majority (63%) of respondents feel discrimination has affected their commitment to the organization. The majority (44%) of respondents are likely to leave the organization due to workplace discrimination. The majority (43%) of respondents felt discrimination reports were handled effectively. The majority (69%) of respondents do not consistently feel safe raising discrimination concerns. The majority (74%) of respondents are either unaware of or believe there are no clear anti-discrimination policies. The majority (41%) of respondents view the diversity and inclusion initiatives as ineffective. The majority (66%) of respondents have received DEI training. The majority (77%) of respondents feel leadership does not strongly support a discrimination-free workplace. The majority (66%) of respondents feel safe expressing their identity at work.

CONCLUSION

The study highlights that workplace discrimination significantly impacts employee well-being, job satisfaction, and organizational commitment at Solara Active Pharma Sciences Ltd. A majority of respondents (63%) reported experiencing discrimination, with racial/ethnic discrimination being the most common. While some employees feel valued, a substantial portion experiences anxiety and stress due to workplace discrimination. To foster a more inclusive and supportive work environment, the organization must adopt stringent anti-discrimination policies, improve reporting mechanisms, and promote diversity and inclusion. By addressing these issues, Solara Active Pharma Sciences Ltd can enhance employee well-being, job satisfaction, and overall productivity.