

Importance of Equal Employment Opportunity in Workplace

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MBA 1st Year

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Key words- Opportunity, Equal Employment, EEO, equal payment, women ratio.

Abstract –

Equal employment opportunity has forced to employees to actively and happily recruit and hire men/women for managerial positions. The impact on women for that they not been examined properly. The current scenario explored the relationships between selection process and several organizational outcome variables such as company's commitment, stressing role, and job satisfaction. This paper seeks to identify the approaches undertaken in implementing equal employment opportunity in the in the company This male dominated industry employs limited numbers of women with fewer numbers of women in management.

Introduction –

Equal Employment Opportunity is the concept of equal employment opportunity in an organization to target or maintain fair equal employment opportunity. The core EEO definition (or equal opportunity for employment) is that all employees should be fairly treated with respect when regarded in different discussion and decisions on employment, such as hiring, promotion, termination, goals, targeted etc. Within the context of the EEO definition, 'same opportunities' or 'equal opportunity' refers to the fact that employers may not use certain grounds for hiring or rejecting candidate or taking any other employment decision.

Equal Employment Opportunity is the principle that everyone has equal way to pursue a job that is based on merit regardless of characteristics such as race, sex or sexual orientation. Equal Opportunity for Employment (EEO) law makes it illegally possible for employers to discriminate under certain features. That means

employees are entitled to free themselves from race, colour, religion, national origin and gender discrimination.

Any potential employee, who protects his interests during all decisions on employment, shall have a right to equal opportunities or EEO. This includes:

- Hiring and recruitment
- Compensation and pay scale
- Termination
- Employment requests
- Benefits and incentives

1. Improves overall recruitment funnel

An open and transparent recruitment process may be established when an organization undertaking the concept of EEO in human resource management. If potential employees know the unfair decisions relating to the recruitment procedure, they apply to better prospects during such a venture.

2. Boosts customer satisfaction

The clients of an organization are firmly ensured when employees contribute well to the organization's success, as it lays down sound guidance to ensure a safer and friendly and better workplace for all. A workplace that promotes employees well-being may achieve further milestones or you said that achieve target OR goals and produce excellent results that ultimately lead to better service to clients, and satisfaction.

3. Promotes employee engagement

The Equal employment opportunity allows employees to interact openly and communicate without discrimination or between employees regarding race, gender, religion, hierarchy etc. It does not only promote respect for colleagues, but it also creates an open and friendly and happily culture or nature that supports and encourages the work of colleagues, and adds value to the organization's expansion.

EEO is the principle that everyone male and female all employees has equal way to do a work or job is based on academics, skills not on the basis of religion caste and sex.

The EEO principle helps the employees to feel treated equally and fairly

The main purpose of EEO is to engage employ in an organization

Equality is not just about empowerment; it is about fostering an environment where everyone is free from discrimination and prejudice. Individuals and all employees in the workplace, regardless of corporate culture, have the right to be respected and respected.

In most cases, employees are discriminated against because of their skills, potential, or experience. This shouldn't happen because we live in a society that embraces diversity. People cannot have the same abilities because of their differences. Therefore, it is imperative that businesses implement equal employment opportunities (EEO) practices to ensure that all individuals are treated equally and fairly. This increases individual employer commitment, satisfaction and loyalty. An individual contributes fully where he or she is confident and comfortable in all situations.

Literature Review -

The literature also emphasises how gender and race biases can affect a person's career path. Weisenfeld A survey of Indian accountants' opinions of discrimination, career development restrictions, and mentorship support is conducted by and Robinson-Backmon (2001). They then make recommendations to the educational institutions on how to assist minorities in overcoming such barriers to advancement in their careers. Key The university sponsoring internships, for example, is one suggestion for assisting minority students prior to their entry into the workforce mentoring programme, as well as highlighting the value of oral and writing communication abilities. Furthermore, the Educational institutions should hold seminars on a variety of themes, such as diversity challenges, according to respondents dealing with discrimination, making the move from college to employment, and corporate politics and culture.

With regard to policy consequences, Sewell (1971) looked at inequality of opportunity in higher education. He contends that access to higher education is determined by social variables such as gender, socioeconomic status, race, and ethnicity. Daly (2005) surveyed over 300 business students from public colleges and found that there are disparities in the sources of influence that persons of different races and genders attribute to their college major decision. According to Jacobs (1996), there are three types of higher education: access, college experiences, and post-college results. His findings show that women fare pretty well in terms of access, fare less well in terms of college experiences, and are notably disadvantaged in terms of schooling outcomes.

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Discrimination, job growth restrictions, and mentorship support are all issues that need to be addressed. They then make recommendations to educational institutions on how to assist minorities in overcoming such barriers to advancement in their careers. The institution giving internships, mentorship programme, and emphasising the importance of oral and written communication skills are all key recommendations to help minority students prior to their working entry. Furthermore, the respondents recommended that educational institutions hold seminars on a variety of topics, including diversity issues, prejudice, the transition from college to employment, corporate politics, and culture.

Menges and Exum (1983) found that before the 1980s, the proportion of women and minority faculty in the institution did not considerably grow when compared to the total number of academics. They characterise the causes as follows: a small pool of potential and actual applicants; inefficient affirmative action programmes; and issues faced by women and minorities during tenure and promotion review.

Overt discrimination and negative decisions about renewal, promotion, and tenure due to poorer assessments of women's work contribution are other probable explanations for the disparity in development of women and minorities.

By and large, these above investigations feature a plenty of issues with respect to Rise to Work and open doors on school grounds all through the world. These issues range comprehensively from sexual direction to sexual orientation segregation, from racial and strict prejudice to victimization physical and mental inabilities. Obviously these EEO issues are of fundamental significance to the college local area. Likewise, this concentrate on assembles and investigations information underneath to more readily get to EEO correspondence levels for the first class colleges in the monetarily strong Old English American nations. The WGE Act holds the fundamental structure of the AA(EOW) Act and EOWW Act, requiring huge managers to hold up yearly reports framing the association's advancement against fairness objectives.¹¹ simultaneously, the WGE Act contains numerous components

Research Methodology –

Methodology is basically referred to as philosophy framework for research. It is a systematic and logical scheme based on perspective, attitudes, and values that informs the decision researches make.

In easier words, it is a set of methods for conducting research in a specific field of study or activity.

Two methods of conducting a research are: 1) Quantitative research and 2) Qualitative research

- Quantitative research is a type of research that emphasis on the quantifying and collection as well as analysis of data. The process of collecting and interpreting numerical data is known as quantitative research.
- Qualitative research is a scientific way of gathering non- numerical data through observations. This form of research is concerned with meaning, ideas, definitions, features, metaphors, symbols, and descriptions, rather than their counts or measures.

Conclusion

- The Equal Employment Opportunity Commission was a key stride forward in the United States, since it aided in the attainment of equality among all groups. The EEOC has a significant impact on employees' perceptions of their rights, not only against discrimination but also in terms of fair pay. Regardless of race, colour, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, or genetic information, the EEOC believes that everyone deserves the opportunity to work. Applying the EEOC's guidelines and policies when conducting assessments can help to eliminate any issues about prejudice or discrimination.
- In the workplace, Equal Employment Opportunity is a must. This paper on equal opportunity employment will illustrate a few distinct sorts of discrimination that would impede on a person from getting hired into a business. It also illustrates some of the different Acts from the Civil Rights Act of 1964 that prohibit discrimination in the hiring of employees. In the workplace, Equal Employment Opportunity is a must. Equal employment opportunity involves both work place non discrimination and affirmative action. Equal opportunity has revolutionised the way businesses and organisations recruit, hire, and even operate in the working environment. These changes have been made due to an increase in the number of women, individuals of various racial and ethnic backgrounds, people of various ages, abilities, and religion.

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