Importance of Equal Employment Opportunity in Workplace

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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.

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.

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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Research Methodology –

Methodology is basically referred to as philosophy framework for research. It is a systematic and logical scheme based on perspective, attitutdes, 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.

This examination expands upon crafted by Pinnacle, Plummer, Ridgewell, Goforth and Pinnacle (2008a; 2008b) to produce bits of knowledge on EEO correspondence and action. Utilizing worldwide tertiary schooling informational index, Pinnacle et al (2008a) observed that the general straightforwardness level of the world's most renowned colleges with respect to their Information The executives (KM) exercises was a pitiful 26.5%. Further investigation looks at the 22 USA colleges (with an even lower 22.5%) to the next 28 worldwide tertiary establishments (a measurably perceptible higher worth of 29.6%). While, Pinnacle et al (2008b) took a gander at EEO issues; their informational index was the number of inhabitants.

DATA ANALYSIS -

Simultaneously, as framed beneath, there are various manners by which the consistence structure has been fortified inside the new framework. These include: more noteworthy boss responsibility through the internet-based distribution of yearly reports; an extended comprehension of resistance; a new inspecting system; and a more extensive instructive job for the Organization.

Notwithstanding the new prerequisite for managers to make reports available to workers what's more, shareholders, the WGE Act increments business responsibility by permitting the Office to distribute yearly reports on its site.

This replaces the current arrangement for an individual from general society to get yearly reports on application to the Organization. The WGE Act likewise holds the current arrangement for a business' yearly report to be remembered (in entire or to some degree) in the Organization's reports to the Minister. The accessibility of reports on the Office's site implies that businesses will be responsible to the public, scientists, associations, investors, and representatives corresponding to the substance of their reports. Be that as it may, specific kinds of data will be barred from these public reports. Data about representatives' compensation, or about 'individual data' inside the importance of the Protection Act 1988 can't be remembered for public reports except if the business agrees recorded as a hard copy to the exposure of this information.

Questionnaire –

1. In the broad sense, discrimination means
   A) Ethnocentrism
   B) Viewing people with different characteristics negatively.
   C) Illegal employees practices
2. The most fundamental anti – discrimination employment law, the one that is considered the Keystone for following legislation
   A) Fourteenth A mendment of the U.S. constitution.
   B) Civil Rights Act of 1964
   C) Executive order 11246
   D) Equal Pay Act of 1963
3. Who is protected from employment discrimination?
   A) Top level management
   B) Friends
   C) Same level of Employees

4. How can I prevent harassment?
   A) Set Expectations
   B) Build a healthy workplace culture

5. What should I do if an applicant or employee asks for breaks, leave or other changes to a work situation because of his medical condition or his religious beliefs?