

A Study on Employee Perspective on Diversity Initiatives in IT Industry of Bengaluru

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Abstract: *This research uses a structured questionnaire to explore employees' perspectives on diversity initiatives, focusing on factors like workplace culture and demographic influences. The primary data was collected from 110 respondents via Google Forms, using a descriptive methodology to objectively analyze patterns in employee perceptions. This approach aims to identify key elements that shape how employees view diversity efforts within the organization. The findings are intended to provide insights that can guide improvements in diversity initiatives, fostering a more inclusive workplace culture based on employees' experiences and expectations. The findings from this research will be valuable for understanding not only the current state of diversity acceptance within the organization but also areas that may require improvement. By identifying the factors that shape these perceptions, the organization can make data-driven decisions to enhance its diversity initiatives, promote an inclusive culture, and address specific areas where employees might feel excluded or underrepresented.*

Keywords: Diversity initiatives, workplace culture, employee perceptions, inclusive workplace, Employee satisfaction, Employee perception and view