

A study of Significance of Workplace Diversity and Inclusion at Godrej

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ABSTRACT

Workplace diversity and inclusion are the emerging issues in today's scenario and will only grow in importance, when companies makes a start by investing in these concepts. As every single person has his individualism with their own specific traits and no single person is accountable as representative of a certain group. In a realistic competitive business environment stereotyping mindsets, racial discrimination and prejudices such factors are held responsible for damaging the businesses. Workplace diversity is all about understanding, accepting and valuing differences between people including those of different races, genders, ages, disabilities, sexual orientation and with differences in personalities, experiences, education and knowledge bases. Diversity means different things to different people, and organizations will apply those definitions to their companies respectively. Top management commitment and rewards for the support of diversity are critical ingredients for the success of these companies. At Godrej, diversity is core to their people philosophy, where the companies aims in fostering an inclusive environment for all Godrejites and are also deeply committed to becoming more inclusive ad enabling more employees to take up a diversified roles. The paper aims to study the significance of diversity and inclusion in the corporate sector and to study the various practices implemented by the Godrej while incorporating diversity and inclusion in the organization. The study was based on secondary approach, which includes journals, reports, online sources, souvenir for theoretical framework.

Keywords: Diversity, Inclusion, Workplace, Employees, Godrej Ltd

