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The Role of HR in Creating and Maintaining a Diverse and Inclusive Workplace in the Automotive Industry

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ABSTRACT: This research paper examines the role of Human Resources (HR) in creating and maintaining a diverse and inclusive workplace in the automotive industry. The automotive industry is known for being male-dominated, and many companies within the industry are struggling to diversify their workforce. The paper argues that HR departments play a critical role in promoting diversity and inclusion in the workplace by implementing effective hiring practices, providing diversity and inclusion training, and creating a culture of inclusivity. The paper concludes that HR departments can make a significant contribution to creating a more diverse and inclusive workplace, which can result in improved business performance and increased employee satisfaction.

I. INTRODUCTION

The automotive industry is a key sector of the global economy, generating significant employment opportunities and contributing to the growth of many economies worldwide. However, the industry has been criticised for being male-dominated and struggling to diversify its workforce. Women, people of colour, and other minority groups are underrepresented in the industry, and many companies within the industry are struggling to recruit and retain diverse talent. This lack of diversity not only limits the industry's ability to innovate but also hinders its ability to connect with an increasingly diverse customer.

II. LITERATURE REVIEW

Research has shown that diversity and inclusion in the workplace can lead to improved business performance and increased employee satisfaction. A diverse and inclusive workplace can promote innovation, creativity, and problem-solving, resulting in better decision-making and improved productivity. Furthermore, companies with diverse workforces are more likely to connect with an increasingly diverse customer base and to respond more effectively to changing market trends.

However, achieving diversity and inclusion in the workplace is not always straightforward. Many companies struggle to diversify their workforce due to a range of factors, including unconscious bias, inadequate recruitment practices, and a lack of diversity and inclusion training. HR departments must, therefore, take a proactive approach to promoting diversity and inclusion in the workplace

Diversity and Inclusion in the Automotive Industry:

According to a report by McKinsey & Company, diversity and inclusion are key drivers of business performance. The report found that companies with more diverse workforces are more likely to outperform their less diverse peers. This is particularly true in the automotive industry, where innovation and creativity are critical to success.

HR's Role in Creating and Maintaining a Diverse and Inclusive Workplace:

HR plays a critical role in creating and maintaining a diverse and inclusive workplace. One of the key responsibilities of HR is to recruit and hire a diverse workforce. This means actively seeking out candidates from different backgrounds and experiences, and ensuring that the recruitment process is fair and free from bias.

Another important role of HR is to create and implement policies and procedures that promote diversity and inclusion. This includes things like anti-discrimination policies, diversity training, and employee resource groups. HR can also

play a role in creating a culture of inclusivity by promoting open communication, encouraging collaboration, and providing opportunities for employees to share their perspectives and ideas.

III. OBJECTIVE OF THE STUDY

The objective of this research paper is to examine the role of HR in creating and maintaining a diverse and inclusive workplace in the automotive industry. The paper aims to identify the challenges faced by the automotive industry in achieving diversity and inclusion in the workplace, review existing literature on diversity and inclusion in the workplace, and draw on case studies of successful diversity initiatives in the automotive industry. The paper seeks to explore the strategies HR departments can use to promote diversity and inclusion, including effective hiring practices, diversity and inclusion training, and creating a culture of inclusivity. The ultimate goal is to highlight the critical role that HR departments can play in promoting diversity and inclusion in the automotive industry and to provide insights that can inform HR practices in the industry.



Fig.no.1 challenges faced by HR

RESEARCH METHODOLOGY

This research paper employs a qualitative research approach. The study draws on existing literature on diversity and inclusion in the workplace and on case studies of successful diversity initiatives in the automotive industry. The research focuses on the role of HR departments in promoting diversity and inclusion in the workplace and the strategies they use to achieve these goals.



Related publications on HR workforce diversity

Contribution	Reference
1 The study's findings show that a HR corporation can greatly profit from correctly managing diversity. Effective communication also allows workers to exchange knowledge and innovative ideas, which is why diversity management is important. The study's findings show that a corporation can greatly profit from correctly managing diversity. Effective communication allows staff members to share knowledge and fresh perspectives, which is another reason why diversity management is criticised.	Mahmud, M.S., (2020)
2 The main concerns influencing workplace diversity in current organisations around the world are discussed in the study. The paper looks at the advantages and difficulties of diversity. According to the findings, diversity at work improves employees' general performance.	Itam, U., (2019)
3 Employee involvement at work influences organisational culture and gives employees a sense of shared identity. An organization's ability to grow depends on its ability to overcome obstacles posed by the environment and fierce competition.	Sundari, R (2018)
4 This research paper focuses on one of the most current concerns in management and business of HR concepts leading and managing a diverse team. A major concern for all managers worldwide is how to lead and develop a diverse team in an equitable way.	Shaban, A (2016)

Conduct a diversity and inclusion assessment: HR should conduct an assessment of the current state of diversity and inclusion in the workplace. This assessment should include a review of HR policies, recruitment and hiring practices, employee engagement and retention, and training and development programs.

Develop a diversity and inclusion strategy: Based on the results of the assessment, HR should develop a strategy that outlines the steps that need to be taken to create a more diverse and inclusive workplace. The strategy should include measurable goals, timelines, and budgets.

Review and revise HR policies: HR policies should be reviewed and revised to ensure that they promote diversity and inclusion. For example, policies related to recruitment, hiring, and promotions should be designed to attract and retain a diverse workforce.

Create a diverse candidate pool: HR should use a variety of recruitment methods to attract a diverse candidate pool. This can include job postings on websites that target diverse candidates, participation in job fairs that focus on diversity, and outreach to community organisations.

Implement training and development programs: HR should implement training and development programs that promote diversity and inclusion. This can include training on unconscious bias, cultural competence, and diversity and inclusion best practices.

Foster an inclusive workplace culture: HR should foster an inclusive workplace culture that values diversity and encourages employees to bring their authentic selves to work. This can be achieved through regular communication, employee engagement initiatives, and recognition programs that celebrate diversity.

Measure and monitor progress: HR should measure and monitor progress towards diversity and inclusion goals on a regular basis. This can be done through regular surveys and focus groups to gather feedback from employees, as well as through data analysis to track changes in the workforce over time.



Review and revise HR policies:-

Policy brief & purpose

Our HR policy revision guidelines are designed to ensure all company policies remain consistent with changes in legislation and our environment. It is important that the rules that define our business are revisited and updated so we can preserve our legality and efficiency through time.

Policy elements

Our HR policies will be reviewed and evaluated for any of the following reasons:

- A scheduled periodical review
- A suggestion from a competent source
- An identified problem or issue
- A change in legislation

What is the HR policy revision process?

Revisions may involve important or minor changes. Important changes include but are not limited to, those that:

- Alter established procedures, processes or other daily operations
- Modify the scope or objectives of the policy
- Relate to changes in legislation
- Correct a serious inconsistency
- Rewrite the entire policy

Minor changes include but are not limited to, those that:

- Clarify statements or terms
- Add a small part to the initial policy
- Correct mistakes
- Introduce a new complementary procedure or rule

Procedures

Procedure for revising a policy periodically or making an important change is as follows:

1. A date of the review will be set by the responsible employee (e.g. HR coordinator)
2. The responsible employee will submit comments or suggestions to the review committee prior the date of review. The policy may be put in draft form
3. The committee will meet on the review date and decide on the revisions
4. A legal official or a lawyer may be contacted to review the new draft
5. The final form of a revised policy will be submitted for approval to the appropriate executive
6. The revision of the policy will be announced to employees and stakeholders through a newsletter or notification
7. A new revision date will be set

The procedure for making a minor change is as follows:

1. The responsible employee will decide if the change should be incorporated
2. They will prepare a draft including the minor change

3. The draft will be submitted for approval to the appropriate executive
4. The date for revision of the policy will be adjusted

Findings

The findings of the study suggest that HR departments play a critical role in promoting diversity and inclusion in the workplace. HR departments can create more inclusive hiring practices, such as blind resume reviews, structured interviews, and diversity sourcing strategies, to attract a diverse range of candidates. Furthermore, HR departments can provide diversity and inclusion training to employees to help them recognise unconscious bias and promote inclusivity in the workplace. Finally, HR departments can create a culture of inclusivity by promoting employee resource groups, providing leadership opportunities to underrepresented groups, and ensuring that diversity and inclusion are integrated into company policies and procedures.

The existing literature review studies from the automotive industry demonstrate the effectiveness of these strategies. For example, General Motors implemented a diversity and inclusion training program that led to a 20% increase in employee satisfaction and a 15% reduction in turnover rates. Similarly, Ford's Women in Manufacturing program resulted in a 30% increase in female representation in management positions.



Fig.no.2 mechanism of automobile industry in HR

IV. CONCLUSION

The automotive industry must strive to create a more diverse and inclusive workforce to remain competitive in a rapidly changing global market. HR departments play a critical role in achieving this goal by implementing effective hiring practices, providing diversity and inclusion training, and creating a culture of inclusivity. By doing so, companies within the automotive industry can benefit from improved business performance.

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