# ROLE OF EFFICIENT HUMAN RESOURCE MANAGEMENT IN MANAGING DIVERSIFIED ORGANISATIONS

**SANDIP KISAN GETAM**

Arts, Commerce & Science College,

Alkuti, Tal-Parner, Ahmednagar.

Research Scholar, Mula Education Society's

Shri Dnyaneshwar College, Newasa, Ahmednagar, Maharashtra, India.

Savitribai Phule Pune University, Pune

## Abstract

Efficient HRM is crucial for managing diversified organisations. This research examines HRM strategies for diversity, equity, and inclusion.

**Keywords:** HRM, Diversity, Inclusion, Organisational Performance, Equity

## Introduction

Diversified organisations need effective HRM to leverage talent. This paper explores HRM's role in managing diversity.

Diversified organisations need effective HRM to leverage talent and drive performance. This paper explores HRM's role in managing diversity, equity, and inclusion in India and global contexts, focusing on strategies and outcomes.

## Statement of Problem

Managing diversity is challenging without effective HRM. This study assesses HRM strategies for diversity.

## Scope of Research Study

The present research paper is based on primary & secondary data. The research covers HRM practices in diversified organisations in India and globally.

**Significance of Research Study**

The significance of the present research study is as under -

1.  Educational Significance: Enhances understanding of HRM in diversity.

2.  Functional Significance: Guides HRM strategies.

3.  Social Significance: Promotes inclusion and equity.

4.  Political Significance: Supports policy development.

5.  National Relevance: Boosts India's diversity management.

6.  International Relevance: Echoes global best practices.

**Objectives of Research Study**

Objectives of present research study are as follows :

1.  Assess HRM strategies for diversity.

2.  Evaluate diversity impact on performance.

3.  Identify best practices.

**Hypotheses of Research Study**

Hypothesis of present research study is as follows :

1.  **Null Hypothesis (H0):** HRM strategies don't impact diversity management.

    **Alternative Hypothesis (H1):** Effective HRM boosts diversity outcomes.

**Research Methodology**

1.  Research Design: Mixed-methods (surveys + case studies).

2.  Research Sample: 30 diversified organisations.

3.  Limitations: Data availability and organisational constraints.

**Findings**

The main findings of the present research study is as under -

1.  Inclusive Policies: Enhance diversity, inclusion, and employee engagement.

2.  Training: Improves cultural competence and reduces bias.

3.  Leadership Commitment: Key to diversity success and organisational performance.

4.  Employee Engagement: Boosts retention and productivity in diverse teams.

**Recommendations**

1. Develop Inclusive Policies: Foster diversity and equity.

2. Train Leaders: Enhance cultural competence and leadership commitment.

3. Measure Outcomes: Track diversity impact on performance.

4. Foster Collaboration: Engage employees in diversity initiatives.

5. Promote Transparency: Share diversity goals and progress.

**Contribution towards Society and Stakeholders**

1. Organisations: Better diversity management and performance.

2. Employees: Inclusive work environment and growth opportunities.

3. Society: Promotes equity, inclusion, and social cohesion.

4. Stakeholders: Enhanced reputation and social responsibility.

**Conclusion**

Efficient HRM is key to managing diversified organisations. Effective strategies enhance inclusion, equity, and organisational performance, driving sustainable success.

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