

A Study on EDI in Selected IT Companies

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Abstract- *This study examines the impact of Diversity, Equity, and Inclusion (DEI) practices on workplace productivity in multinational companies (MNCs). It focuses on understanding employees' perceptions of DEI policies and their influence on teamwork, innovation, employee engagement, and organizational performance. The research uses a descriptive and analytical approach with data collected from 200 respondents through structured questionnaires. The findings indicate that effective DEI practices create a positive work environment, improve morale, and enhance productivity. The study concludes that organizations should strengthen inclusive policies and leadership to achieve sustainable growth and long-term success*

Key words- *Productivity, Employee Engagement, Organizational Performance, Inclusive Workplace, Employee Satisfaction*

I. INTRODUCTION

In today's globalized and technology-driven business environment, Diversity, Equity, and Inclusion (DEI) have become essential elements for building a productive and sustainable workplace. Organizations, particularly multinational corporations (MNCs) and IT companies, employ individuals from diverse cultural, educational, social, and professional backgrounds. Diversity refers to the presence of differences among employees, equity ensures fair access to opportunities and resources, and inclusion creates an environment where every employee feels respected, valued, and empowered to contribute. Effective DEI practices enhance employee engagement, creativity, innovation, teamwork, and decision-making, leading to improved organizational performance and competitiveness. They also help attract and retain talented employees while fostering a positive workplace culture. However, organizations continue to face challenges such as unconscious bias, unequal opportunities, communication barriers, and resistance to change, which can limit the effectiveness of DEI initiatives. Therefore, understanding the relationship between DEI practices and workplace productivity is crucial for

organizations seeking long-term success. This study examines the impact of Diversity, Equity, and Inclusion practices on workplace productivity by exploring employee perceptions and analysing how DEI influences motivation, collaboration, job satisfaction, innovation, and overall organizational performance.

II. STATEMENT OF THE PROBLEM

In today's globalized business environment, multinational companies (MNCs) employ people from diverse cultural, social, educational, and professional backgrounds. While Diversity, Equity, and Inclusion (DEI) practices have become important for promoting fairness, equal opportunities, and employee well-being, many organizations continue to face challenges in implementing these practices effectively. As a result, issues such as discrimination, unequal career opportunities, low employee engagement, and reduced workplace productivity may persist. Therefore, it is necessary to examine employees' perceptions of DEI practices and analyze how these practices influence workplace productivity, employee satisfaction, innovation, and overall organizational performance. The findings of this study will help organizations identify gaps in DEI implementation and develop strategies to create a more inclusive and productive workplace.

III. NEED OF THE STUDY

To evaluate existing DEI practices: To understand employees' perceptions of Diversity, Equity, and Inclusion (DEI) practices and assess how fairness, equal opportunities, and inclusion are implemented in multinational organizations.

To improve workplace productivity: To examine the impact of DEI practices on employee engagement, job satisfaction, innovation, and organizational performance, helping organizations develop a more inclusive and productive work environment.

IV. OBJECTIVES OF THE STUDY

1. To assess employee awareness and perceptions of Diversity, Equity, and Inclusion (DEI) policies and practices.
2. To understand the concept and importance of DEI in creating a positive and productive workplace.
3. To examine how diversity contributes to organizational performance, innovation, and employee satisfaction.

V. LITERATURE REVIEW

Saiqa Aleem (2023): Conducted a systematic literature review on Equity, Diversity, and Inclusion (EDI) in software development teams, highlighting the importance of human factors in improving software project success.

Vedika Sharma (2025): Found that organizations should prioritize DEI strategies to enhance employee engagement, workplace performance, and recruitment effectiveness.

Bhawna Sharma (2025): Examined DEI policies in major telecommunications companies and concluded that DEI improves employee morale, retention, innovation, and overall organizational performance.

Giriraj Kiradoo (2023): Discussed strategies for building and sustaining a diverse workforce and provided practical recommendations for strengthening workplace DEI.

Olusanya (2023): Reported that workplace diversity positively influences organizational effectiveness, with employees recognizing the benefits of inclusive work environments.

Iffat Sabir Chaudhry (2021): Found that workforce diversity and inclusion practices significantly contribute to organizational innovation and performance

Ch. Shankar (2024): Demonstrated that DEI initiatives in IT organizations improve employee satisfaction, innovation, retention, and workplace well-being.

Pritidhara Hota (2025): Concluded that workforce diversity enhances creativity, decision-making, sustainable employee performance, and organizational competitiveness.

VI. RESEARCH METHODOLOGY

Descriptive and Analytical Research Design.

Sources of Data:

Primary data collected through structured questionnaires and surveys; Secondary data collected from HR policies, research journals, books, articles, and websites.

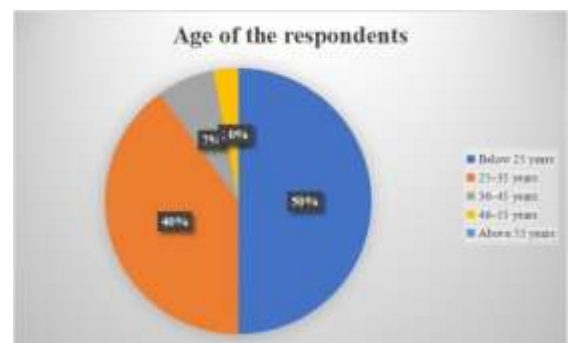
Sampling Method:

Random Sampling.

Sample Size: 200 respondents from multinational companies (MNCs).

Data Collection Tool: Google Forms.

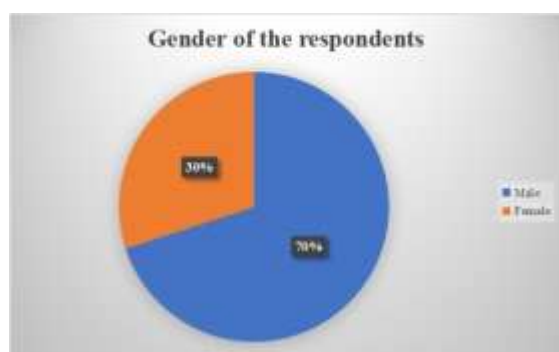
Statistical Tools Used: MS Excel, MS Word, Tables, and Percentage Analysis.



Interpretation: 50% of respondents are Below 25 years and 40% are in the 25–35 years age group, showing that the majority of participants are young professionals. 7% are in the 36–45 years group and 3% are in the 46–55 years group, while 0% are Above 55 years.

1. Gender of the respondents

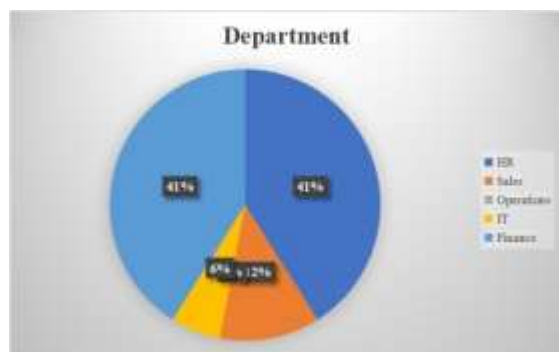
Particulars	No of respondents	Percentage
Male	140	70%
Female	60	30%
Total	200	100%



Interpretation: The survey shows a clear male dominance, with 70% of respondents being Male compared to 30% Female.

2. Which Department you're from

Particulars	No of respondents	Percentage
HR	82	41%
Sales	24	12%
Operations	00	00%
IT	12	06%
Finance	82	41%
Total	200	100%

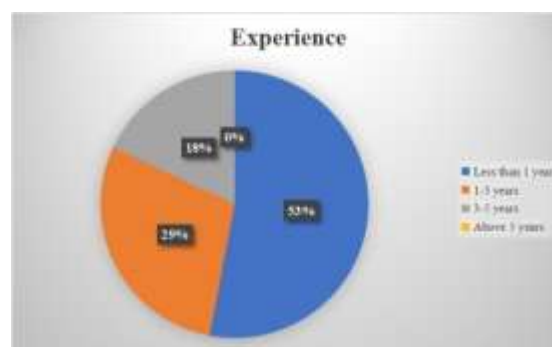


Interpretation: 41% of respondents are from HR and another 41% are from Finance, making them the

largest groups in the study. 12% are from Sales and 6% are from IT, while 0% are from Operations.

1. Years of Experience in Current Organization

Particulars	No of respondents	Percentage
Less than 1 year	106	53%
1-3 years	58	29%
3-5 years	36	18%
Above 5 years	00	00%
Total	200	100%



Interpretation: A majority of 53% respondents have Less than 1 year of experience in their current organization, while 29% have 1-3 years and 18% have 3-5 years.

2. Your Job Level in the organization

Particulars	No of respondents	Percentage
Entry Level	70	35%
Middle Level	84	47%

VII. FINDINGS

Demographic Profile: Most respondents were below 25 years of age (50%), male (70%), and working at the middle level (47%) with less than one year of experience (53%).

Awareness of DEI: A majority of respondents (82%) agreed or strongly agreed that they clearly understand DEI concepts in the workplace.

Impact of DEI: Most employees believed that DEI practices create a positive work environment, improve employee morale, encourage innovation, strengthen teamwork, enhance creativity, and contribute to better organizational performance. However, opinions on the effectiveness of DEI training and policies in reducing workplace discrimination were more mixed, with many respondents selecting neutral responses

CONCLUSION

The study concludes that employees generally have a positive perception of Diversity, Equity, and Inclusion (DEI) practices in the workplace. Effective DEI initiatives help create a respectful, supportive, and collaborative work environment where employees feel valued and included. The findings indicate that diversity enhances teamwork, creativity, innovation, learning, decision-making, and employee morale, while also improving organizational culture and employee engagement.

Furthermore, the study highlights that organizations implementing meaningful DEI practices are more likely to achieve higher workplace productivity, stronger collaboration, and sustainable business growth. Continued investment in inclusive leadership, fair policies, equal opportunities, and employee-focused DEI initiatives can strengthen organizational performance and help multinational companies build a more innovative and productive workforce

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