

# The Impact Of Gender Inclusion In Human Resource Management And Organizational Development

Dr. K.R. Kolammal<sup>1</sup>, Archana K M<sup>2</sup>, Huang Tianjiao<sup>3</sup>, Dr Archana Ravindra Salve<sup>4</sup>

<sup>1</sup> Assistant Professor, Department of Management Studies, M.O.P.Vaishnav College for Women(Autonomous), Chennai

<sup>2</sup> Assistant Professor, Department of Commerce, Sree Narayana College, Alathur  
(University of Calicut) Palakkad, Kerala

<sup>3</sup> Faculty of Education, Shinawatra University

<sup>4</sup> Professor, HOD, MBA Indira College of Engineering and Management Pune

## ARTICLE INFO

## ABSTRACT

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### The Evolution of Gender Inclusion in the Workplace

The concept of gender differentiation has deep historical roots and continues to shape societal norms even in today's evolving workplace landscape. As nations focus on education and employment opportunities for younger generations, it is equally important to prioritize Diversity, Equity, and Inclusion (DEI) in organizational policies.

Education plays a crucial role in shaping societal progress—empowering women not only strengthens families but also contributes to economic and social development. Many young individuals in low-income countries face barriers to opportunities, reinforcing the necessity for inclusive policies. Just as progress cannot be achieved overnight, gender inclusivity requires persistent efforts and systemic change.

This article aims to explore the significance of DEI in the workplace, its impact on human resource management, and the necessary transformations within organizations to foster an inclusive culture. The research examines best practices in HR policies, leadership diversity, and workplace equity. Data collection methods include surveys, literature reviews, and the application of HR analytics tools to assess gender representation and inclusion strategies..

**Keywords:** Gender Diversity, Soft Power, Foreign Policy, Equity position, Inclusion in Power.

**“When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization.”**

–Pat Wadors (Chief Talent Officer at Procore Technologies)

## INTRODUCTION

### The Role of HR in National and Organizational Growth

A nation's growth is directly linked to the development of individuals, both personally and professionally. To drive progress, a country must focus on workforce empowerment, which is facilitated through strong Human Resource (HR) policies. The effectiveness of HR management is determined by three key factors: workplace culture, organizational policies, and leadership strategies. Workplace culture, which serves as the foundation for employee engagement and productivity, is the central theme of this study.

This research examines the impact of gender inclusion in workforce development and how HR policies can bridge gender disparities. According to the World Economic Forum's 2024 report, 68.5% of the global gender gap has been closed. While Iceland has achieved 93.5% gender parity, India ranks 129th out of 146 countries, with a gender equality rate of 64.1%. The most significant gender disparity in India is found in leadership and decision-making roles rather than other industries.

HR plays a crucial role in fostering workplace equity, ensuring that gender biases do not hinder professional growth. Organizations that implement inclusive HR policies benefit from a diverse workforce, improved employee satisfaction, and enhanced organizational performance. By promoting gender diversity in leadership, career development, and compensation structures, HR can contribute significantly to economic and social advancement.

## OBJECTIVES OF THE STUDY

- To understand the role of HR policies in fostering workplace diversity and inclusion.
- To analyze the impact of gender-inclusive HR practices on organizational growth and employee engagement.
- To identify challenges and opportunities in implementing gender diversity initiatives within organizations.

## SCOPE OF THE STUDY

This study examines workplace diversity across three different generations, with a sample size of 113 respondents. Due to time constraints, the research is limited in scope but can be expanded to include a larger workforce across multiple industries for a more comprehensive analysis of gender inclusion in HR policies.

## NEED FOR THE STUDY

HR policies play a crucial role in shaping workplace culture, influencing gender perceptions, and ensuring equitable career opportunities. Gender representation in leadership, hiring practices, and pay structures significantly impact workforce dynamics. This study aims to understand how HR strategies can be leveraged to promote gender inclusion, enhance employee satisfaction, and drive organizational success.

## ANALYSIS AND INTERPRETATION

The nature and form of cultural outputs have evolved over centuries from oral traditions and manuscript illuminations to television, film and digital media. Culture does not only protect but also cut down boundaries of men over women in their own traditional way. This culture has also molded the outlook of women and encouraged them to enter into medicine and healing in the initial stage of exploration and slowly made them to move out of their house hold works to public participation. This change slowly made women gender to shift her attitude towards growth of herself and her family. After the cultural discussion, we should also review the religious aspects and its role on women. These two criteria have played a major role till 2000. This study was conducted with 113 samples. The tools used here are:

1. Case Study
2. People – Oriented Planning

The central purpose of POP is to ensure that there is an efficient and equitable distribution of resources and services. The framework aims to promote more appropriate targeting of development assistance, and more efficient use of donors' resources. It also aims to 'ensure [that] disparities between the sexes are reduced' (Anderson 1992,1).

The POP Framework has three components:

- The Determinants Analysis, (also called the Refugee Population Profile and Context Analysis)
- The Activities Analysis;
- The Use and Control of Resources Analysis.

3. Moser Conceptual framework

## CASE STUDY

### Societal Perception: The Impact of Cultural Norms and Stereotypes

#### Cultural Norms

Societal norms often perpetuate gender stereotypes, shaping expectations and roles for individuals based on their gender.

#### Media Influence

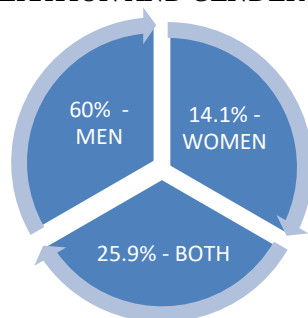
Media plays a significant role in reinforcing gender stereotypes, often portraying limited representations of gender identities.

#### Challenging Stereotypes

It's crucial to critically analyze and challenge societal norms and stereotypes to create a more inclusive society.

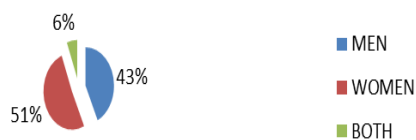
## PEOPLE – ORIENTED PLANNING

### a. DETERMINANT ANALYSIS : GENERATION AND GENDER



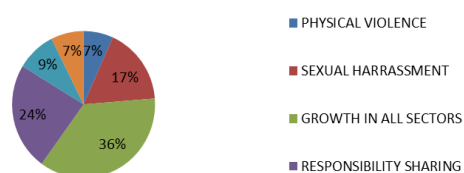
#### PHYSICAL/ MENTAL CAPACITIES

##### HANDLING PROFESSION AND PERSONAL AGENDAS SMARTLY



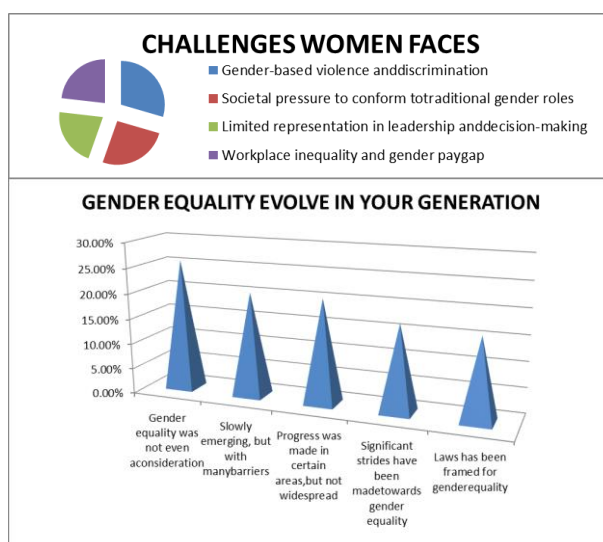
#### MOTIVATIONAL/ ATTITUDINAL

##### IF GENDER STEREOTYPES ARE REMOVED THE ATTITUDE CHANGES WILL BE



### b. ACTIVITY ANALYSIS:

| WOMEN IN LEADERSHIP ROLES                                    |       |
|--|-------|
| Women were not seen in leadership roles                      | 15%   |
| Women in leadership were exceptions                          | 31.9% |
| Women had some leadership roles but were not widely accepted | 25.7% |
| More acceptance of women in leadership roles                 | 18.6% |
| Role models of women Leaders are acceptable                  | 8.8%  |



## MOSER CONCEPTUAL FRAMEWORK

### GENDER ROLES AT HOME

| GENDER DIFFERENTIATION | GENDER ROLES - % OF RESPONDENTS |
|------------------------|---------------------------------|
| MALE                   | EARNING – 65.9%                 |
|                        | DECISION MAKING – 69%           |
| FEMALE                 | HOME KEEPING – 63%              |

|  |  |
|--|--|
|  | <b>COOKING – 96%</b><br><b>HOUSE HOLD SHOPPING – 54%</b><br><b>GROCERIES PURCHASE – 93%</b><br><b>CHILD CARE – 91%</b> |
|--|--|

### ***GENDER ROLES AT WORK PLACE***

| <b>GENDER DIFFERENTIATION</b> | <b>GENDER ROLES - % OF RESPONDENTS</b>   |
|-------------------------------|--|
| MALE                          | ARMY – 97.03%<br>DRIVERS – 97.03%<br>ENGINEERS – 94.07%<br>POLICEMEN – 94.07%<br>ROWDIES – 94.07%<br>FILM TECHNICIAN – 92.59%<br>POLITICIAN – 89.63%<br>FILM DIRECTORS – 89.63%<br>TECHNICAL ATTENDARS – 85.18%<br>ASTROLOGERS – 84.44%<br>PHYSICAL EDUCATION – 74.07%<br>SOFTWARE DEVELOPER – 70.37%<br>ACTORS – 69.63%<br>PRESS – 65.93% |
| FEMALE                        | TEACHERS – 99.25%<br>NURSES – 97.77%<br>CHILD CARE ATTENDARS – 97.04%<br>FASHION DESIGNING – 95.56%<br>SOCIAL WORKERS – 79.26%<br>SURGEON – 70.37%<br>SOCIAL MEDIA – 68.15%<br>TAILORS – 63.70%<br>DOCTORS – 59%<br>CITY CLEANING – 55.55%   |

### ***GENDER NEEDS***

| <b>REQUIREMENTS</b>   | <b>PERCENTAGE OF RESPONDENTS</b> |
|---|----------------------------------|
| PERCEPTION OF WOMEN SHOULD BE CHANGED                                       | 36.3%                            |
| EQUAL IMPORTANCE OF CAREER GROWTH   | 28.2%                            |
| MENTAL ABILITY SHOULD BE CONCENTRATED BY MEDIA RATHER THAN PHYSICAL FEATURE | 18.5%                            |
| EQUAL IMPORTANCE OF PAY   | 8.1%                             |
| BREAKING GLASS CEILING  | 5.9%                             |
| EQUAL IMPORTANCE OF PROMOTION   | 3%                               |

### **FINDINGS**

The analysis led to the following key insights:

- Case studies reveal that workplace policies, organizational culture, and HR practices have a significant impact on gender inclusion and diversity.
- People-Oriented HR Planning highlights how gender stereotypes affect women's career progression, limiting their professional growth and, in turn, impacting their families and the overall workforce.
- The Moser Framework illustrates the roles women play in the workplace and the untapped potential that HR strategies can unlock to enhance organizational success and workforce productivity.

### **SUGGESTIONS**

India, with its diverse and evolving workforce, should focus on promoting gender equality within organizations, similar to the successful HR policies seen in Rwanda and Iceland. Equal career opportunities and leadership representation will contribute to economic stability and overall workforce development. Breaking down workplace stereotypes and the gender pay gap, as demonstrated in the Philippines, will lead to higher household incomes and

increased national economic growth. HR departments should actively implement policies that support women's professional advancement and leadership development.

### CONCLUSION

Inclusive HR policies are crucial in shaping a diverse and progressive workforce. India's commitment to workplace diversity and gender equality can enhance employee satisfaction, productivity, and overall economic growth. HR plays a vital role in fostering an equitable work environment by addressing biases, promoting leadership opportunities for women, and ensuring fair compensation structures. Countries like Iceland and Rwanda have demonstrated that gender-inclusive workplaces contribute to national progress, economic transformation, and societal well-being. Unlocking the potential of women in the workforce is a key driver for sustainable organizational and national development.

### REFERENCE

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- [4] <https://www.ndi.org/sites/default/files/Guide%20to%20Gender%20Analysis%20Frameworks.pdf>
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