

EFFECT OF EQUAL OPPORTUNITIES ON EMPLOYEE'S PERFORMANCE: AN ANALYTICAL REVIEW

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Abstract: The purpose of this article is to look into the issue of equal employment opportunities in the HR recruitment and selection process. Because both HR managers and applicants are involved in these processes, this research is conducted separately among them. As a result, it will be determined whether both parties agree on the existence of this concept in the aforementioned processes. Equal employment opportunities are critical for any business and play a key role in attracting qualified employees. One of the main gates to achieving social justice in the community is the principle of equal opportunity among employees. As a result, equal opportunity is more than a slogan to be shouted or a claim to be made; it is a political will and a national strategy. Many researchers have paid attention to this study in the modern era, particularly in terms of equal pay and employment equity training in the workplace. In this regard, one of the primary goals of this paper is to conduct a review and analysis of the empirical literature on the effect of equal opportunity among employees on employee performance based on previous studies conducted by the researchers.

Keywords: Equal Employment, HR managers, equal payment, performance.

I. Introduction

Based on the changes that have occurred in the world in the past and present, which have resulted in an increase in competition among organisations of all shapes, sizes, and orientations. These organizations were forced to work to find the appropriate mechanisms to improve employee performance by focusing on the human element as the cornerstone for transforming assets from recession to vitality and competition, Equal opportunities within the mechanisms used to improve employee performance to achieve the organization's strategic objectives. In this context, organizations in developing countries must work to create an appropriate environment for providing opportunities for all employees in the workplace, as well as to avoid and reduce obstacles and discrimination based on origin, gender, and so on. They must also work to improve the capabilities and skills of their employees in order to improve the level of service provided by the organization.

Several decades of anti-discrimination legislation have demonstrated the importance of enterprise-level action to eliminate direct and indirect discrimination and promote diversity and equality of opportunity for all groups of employees.

“Equal opportunity means the simple sense of distinguishing between all members of the family in various fields, the nature of work in different areas and equal opportunities in a society is one of the skills that help to achieve social justice and reduce the gap between all segments of society. It has sought from international organizations and human rights organizations to record equal opportunities as one of the fundamental rights of human rights” (Vander, 2013).

II. Review of Literature

Durga (2017) defined “performance as the act of executing a task or an accomplishment or achievement. He adds that employee performance is how well an employee is effectively fulfilling his/ her job requirement or discharging his/ her duties so as to achieve good results.”

“Once the planning of human resources has been completed, the recruitment process should start which is defined as a process of creating a group of qualified candidates for the vacancies within the organizations. In both professional and non-professional areas, recruitment will include an attempt to locate a diverse applicant pool with the necessary qualifications and potential, and communicate to them the available employment opportunities” (Raghavi and Gopinathan 2013).

“Employment equity is important and highly demanded in workplace for fair treatment of the employees by employers. Therefore, creating equality among employees is an ongoing process used by employers or managers to identify and remove all forms of barriers and injustices such as a procedures of an employment policies of an organization, employees’ promotions as well as equal wage policies. according to their qualified and experience.”(Grobler, 2015).

“As a matter of fact, equality of opportunity assumes that it is unfair if factors beyond the control of an individual significantly shape a person’s chances in life. Formal equality of opportunity can be justified as an enhancement of individual life chances as well as a means for maximizing the well-being of society. Proponents of equality of opportunity associate it with a meritocratic system in which the most talented and ambitious are the most rewarded regardless of socioeconomic background moreover, those qualified and talented person the only persons who have ability to make positive change in their society and their workplace alike”(Ferreira, Molinas Barros, 2018)

Ahmed (2016) study “on the impact of gender diversity on the research quality of higher education institutions in the United Kingdom argues that despite previous studies indicating substantially lower publishing productivity among female researchers, their study postulates the existence of a positive impact of gender diversity on institutional research quality due to possible synergy effects. Multiple panel regressions was performed and found out that when not controlling for other factors, gender diversity seems to have a negative impact on research quality. When relevant control variables – namely an institution’s size, its research emphasis, faculty age, and faculty maturity – are introduced, this effect disappears. Further, no difference in the effect of gender diversity was found

across scientific disciplines.”

III. Relationship between equal opportunities and employee performance

There is widespread concern among employees about the growing effects of workplace unfairness and its negative effects on work outcomes. Several studies have found that unfair treatment of employees in terms of training, performance appraisal, selection, and compensation has a negative impact. Equal training opportunities are highly desired in order to acquire new skills and improve employee performance in order to achieve organizational goals.

Employees who have been trained, on the other hand, will be aware of their job specifications, the skills required to perform the job well, and will be able to use new technology. Then their motivation level will be increased, which will also benefit performance, working environment, and management behaviour. This will result in maximised performance, which will aid in the achievement of the organization's goals. Competitiveness is founded on the concept of performance, which is inextricably linked to equality training among employees in an organisation. Logically, every organisation in the world wants to compete with their competitors, and the only way to do so is to improve the performance of their employees. Employees will feel better about themselves and work harder to achieve personal and organisational goals if they are given equal training that is directly related to their job description.

The population of this study is 400 Employees working in various companies and in various sectors.

IV. Validity and Reliability Test

The main goal of the validity test is to ensure the degree of accuracy of the measurement process, whereas the use of the reliability test is to indicate the tool that was used to measure the item questionnaire while also working as indicators of the variables. Actually, the main goal of the validity test is to ensure the degree of accuracy of the measurement process, whereas the use of the reliability test is to indicate the tool that was used to measure the item questionnaire while also working as indicators of the variables.

(Sekaran, & Bougie, 2016) have mention that “Cronbach alpha coefficient of a scale should be above 0.6 based on the data collected from participants who have working in BDF hospital, independent variable consists of three dimensions namely; equal training, equal payments as well as equal Recruitment selection. According the table below indicates that all variable more the 0.6 that is mean all variables are valid of the questions or fit to the questionnaire. In the table below described in detail separately what was obtained by Validity and Reliability.”

Variable	Construct	Cronbach's Alpha
Equal opportunities	Equal Training	0.916
	Equal payment	0.877
	Equal Recruitment selection	0.943
Total		0.912
Employee Performance		0.937
Overall		0.945

Table 1 : Reliability Statistics

Table (2) displays descriptive statistics (means and standard deviations) and correlations of the study variables, which include equal training, equal pay, and recruitment and selection. The correlations between the variables provided preliminary support for the hypotheses proposed. As a result, all three dimensions of equal opportunities were discovered to be significantly and positively correlated with employee performance.

Variable	Mean	Std. Deviation	Correlation	Sig
Equal Payment (EP)	3.5033	.91450		
Training	3.1241	1.07103	.506	.000
payment	3.2292	1.00001	.447	.000
Recruitments election	3.0308	1.05605	.582	.000

Table 2 : Correlation of direct impact between equal opportunities and employee performance

To summarise, the study discovered a strong significant relationship between equal opportunities and the dimensions of equal pay, equal training, and equal recruitment selection on employee performance. This confirms that the literature review revealed the importance and impact of equal opportunities on employee performance. Equal opportunities are critical for building a strong and effective workforce within a company. Furthermore, it aids in the achievement of an organization's goal. Furthermore, it is capable of meeting the needs of employees in the organisation at their workplace.

V. Conclusions

Employee equality in the workplace is a term used to define equality and champion the values of human rights in society, which includes the workplace. The importance of these terms, and the laws that enforce their meanings, are in place to advocate and promote a true sense of equality and opportunity for all, with every individual being given an equal chance to achieve their potential, absolutely free from prejudice and discrimination. This paper will help you understand the significance of training equality as well as among employees in the workplace, as well as the positive effect of training on performance. It will also shed light on other performance factors, such as equal pay among employees in an organisation based on their ability and qualification.

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