Diversity Management Practices in Leading IT Firms in India:
A Critical Analysis

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Abstract

There has been an increasing awareness on the benefits of a diversified workforce and diversity & inclusion are being recognised as strategic components of business. This paper tries to study and critically analyse the diversity management practices being followed by four leading IT organizations of India as they all are Indian multinationals having their operations in different parts of the world. Analysis of the diversity management practices in these organizations revealed that global operation, dynamic business environment, dependence on knowledge and talent shortage are some of the key reasons behind focusing on diversity. Gender diversity and diversity of nationality have received greater attention than other issues like diversity of the differently able, underprivileged, race, ethnicity and age-group.

Key words: Diversity Management, Inclusion, Gender Diversity, Diversity of Nationality