

DECAYING PERFORMANCE GENESIS BY DISCRIMINATION AT WORKPLACE

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1. Executive Summary

Favouritism, bigotry and unfairness on certain discrimination grounds are happening these days at every sort of workplace. Dejecting employees directly or indirectly; roots health and mental issues. Apart from employees' organizations are also experiencing such stress through which efficiency and expediency of economy is affected. Moreover, its impacts on employees results in their deprivation emotionally and psychologically by enduring discrimination. To tackle these situations, we should establish a system; abiding by the laws of equality. The gist of our research is that wherever discrimination obstruct with optimal talent, economy suffers. The reason could be the monopoly of certain employees in a firm. On an eclectic scale decayed performance of employees can affect their productivity globally as well. However, in globalizing; certain organization's growth can visibly decline. The report has certain enlightenment on this disturbing discrimination's factors and their effects on employees at the workplace along with a drastic impact on economy as well with the best possible recommendations.

2. Introduction

The purpose of this report is to provide a detail hands-on analysis of the side effects of discrimination on employees' performance.

This report points out the negative outcomes of discrimination at workplace, and provide relevant methods to tackle them effectively. It will later portray some problems that workers as well as organizations are facing and going through; which must be resolved to avoid any unprecedented event to occur in future. The aim of this report is to find answers for the following questions:

- What is discrimination at workplace? What job sectors are affected by it?
- How it deteriorates employee's performance? What is its impact on efficiency and economy of an organization?

3. Background

Distinguishing people and making them realize that they are being distinguished based on color, gender, ethnicity, language and background, this sense of differentiation among people is known as "Discrimination".

3.1 Discrimination at workplace

Workplace discrimination is based on biases and occurs when regardless of gender, sexuality, ethnicity, faith, pregnancy and maternity or disability, an employee is treated unfavourably.

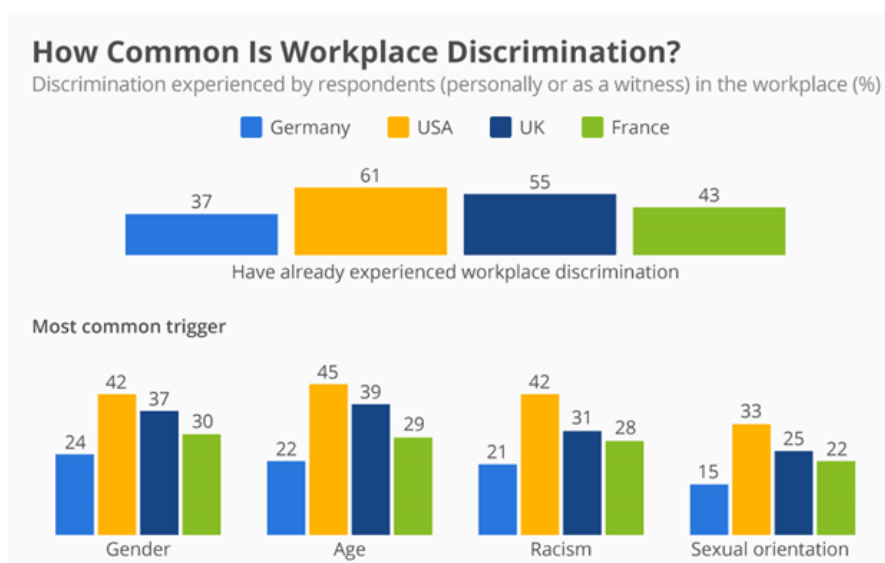


Fig 3.1.1 Showing Ratio of gender, age racism and LGBTQ Discrimination (Source: CNN International)

3.2 History of discrimination at workplace

The history of discrimination within the workplace has been evolving since the turn of the century by introducing new clauses and understandings. One of the most famous movements in the history of workplace discrimination was the U.S. civil rights legislation. In 1988, Bush claimed that all atheist should not be called patriots or citizens. When it comes to religion, this group of people has been exposed to the most pervasive discrimination. Retrospectively, dozens of examples regarding discrimination at workplace can be found if the history is unfolded [\[1\]](#) [\[2\]](#).

4. Findings

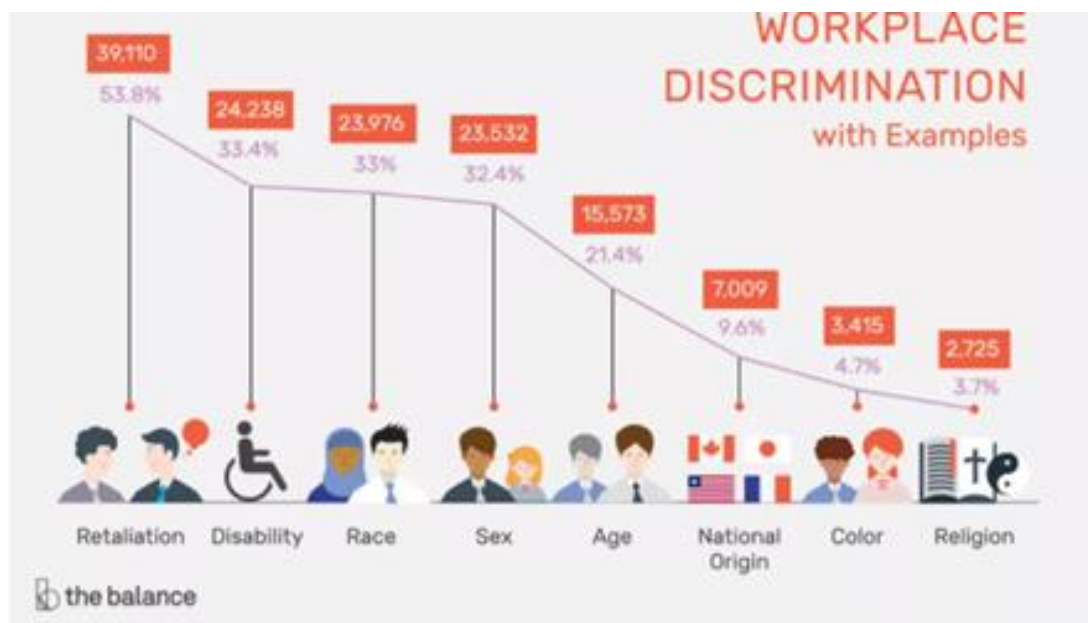


Fig 4.1 Percentage of different types of Workplace discriminants (Source: Balance)

4.1 Types of discrimination

There are many numbers of factors due to which workplace discrimination can occur and it can be grouped as direct or indirect. These groups can be further divided into following types.

4.1.1 Retaliation

Retaliation being the number one type of discrimination, as 53.8% of USA citizens face it according to EEOC release done in 2019 [\[3\]](#). It occurs when an employee is punished by a more senior employee for engaging in legally protected activity. It can result in many ways such as demotion, firing, salary deduction, or job or shift reassignment [\[4\]](#).

4.1.2 Disability Discrimination

Disability can be defined when a physical or mental condition has substantially confined you from normal life activities such as seeing, walking, hearing, talking etc. When you receive discrimination regarding your disabilities, such as suppose you have become handicapped, and just because of your medical condition, you get fired or demoted from the position, is known as disability discrimination. According to recent EEOC survey, 33.4% Americans face this type of discrimination [\[3\]](#).

4.1.3 Age Discrimination

With the rise of older and younger employees, age discrimination in the workplace is becoming a greater issue. It can be conceived as turning down an employee just because they are “too old” or “too young” for a position [\[5\]](#). According to recent EEOC release for the fiscal year 2019 [\[3\]](#), 21.4% employees face age discrimination in the USA.

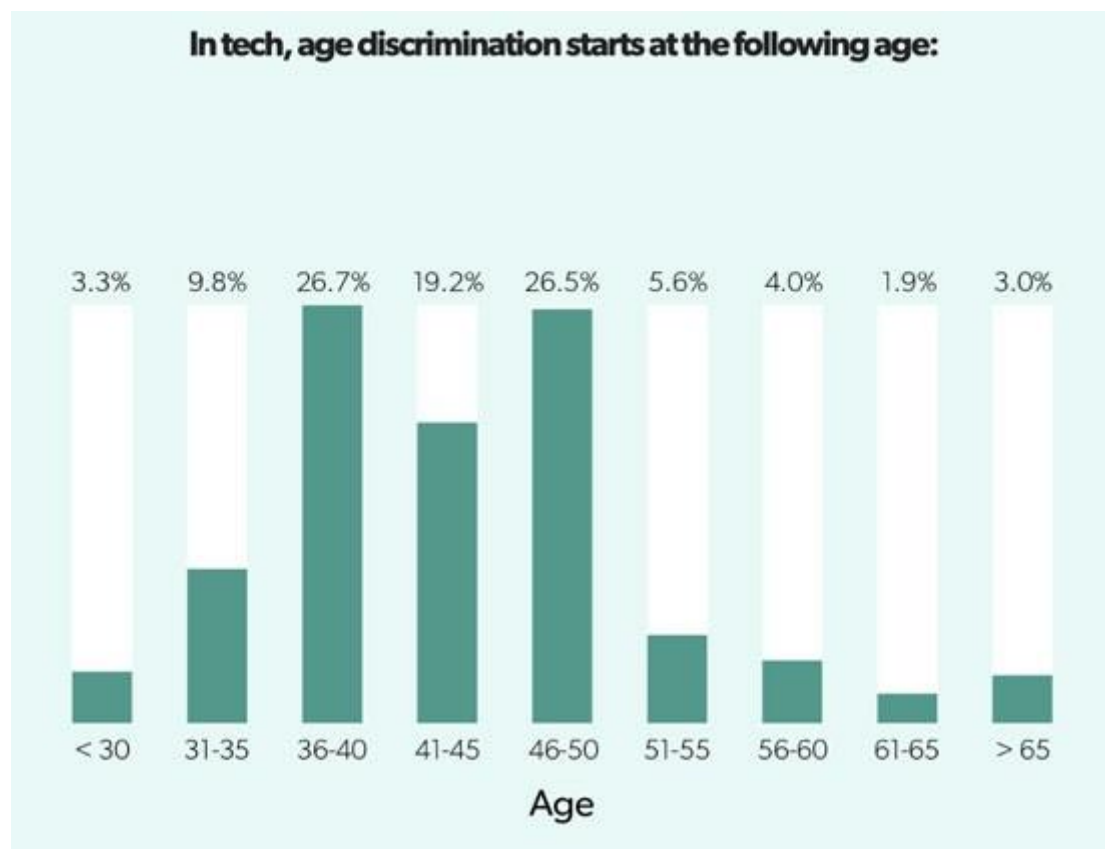


Figure 4.3.1.1 Bar chart showing ratio of disclination with respect to Age (Source: LinkedIn Talent Blog)

4.3 Discrimination directed towards women

As far as discrimination related to women is concerned, then this pathetic factor is affecting them, their health and their productivity [\[10\]](#). According to Pew Research centre,

"42% of US female employees experienced gender discrimination with overall 23% are being treated in this way. A study shows that 25% of women earn less than male co-workers" [\[9\]](#)

There is a misconception with people (co-workers) who let down or demoralize women that they are not capable enough for a field or a job which develops a sense of inferiority in them. Due to this gender discrimination and favouritism; people being judgmental and prioritizing them; in which women's capabilities and talent is being overshadow [\[6\]](#). There's a proverb that goes:

"A working woman is just like a candle which is burning from either side"

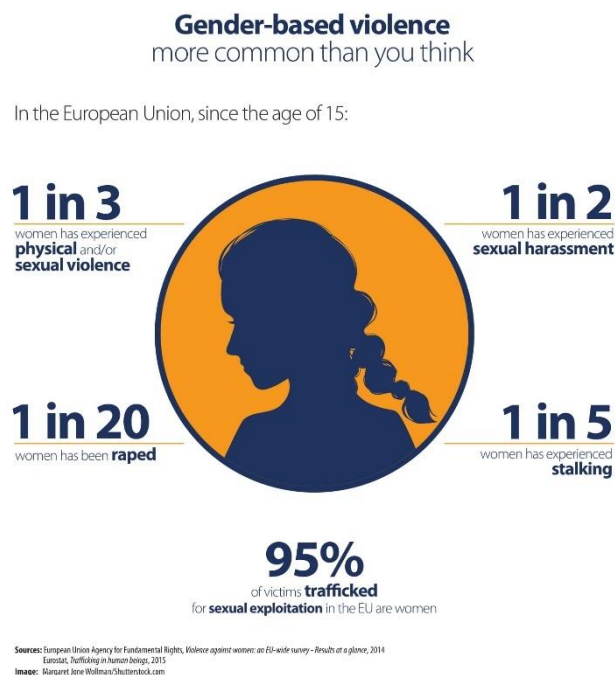


Fig 4.3.1 A Gender-based violence survey (Source: European Institute of Gender Equality)

4.4 Impacts of discrimination on individuals

4.4.1 Focus Distribution

Enduring certain discrimination can make it difficult for people to remain focus.

Continuously taking such absurd remarks as derogatory or being discriminated for different purposes can make most of them mentally exhausted.

4.4.2 Sense of Negligence

Favouring certain people or not treating all the employees equally can lead to a sense of negligence. People often feel not being considered as opinionated. As there is class discrimination too. Continuous discrimination can develop a sense of extended negligence and a feel of being incompetent because of such unfairness.

4.4.3 Sense of Inferiority

Depriving some people at the workplace on discrimination grounds can enlarge sense of inferiority; in our society some people are getting so much appreciation for the same amount of work that everyone does [\[7\]](#).

4.4.4 Impact on Health

According to wealth of psychological research discrimination can exacerbate stress; which leads to mental issues, anxiety and hypertension, cervical, heart issues and on overall health [\[8\]](#).

4.5 Impacts on Organizations

Following are the two major impacts of discrimination on organizations.

4.5.1 Impact on organization's productivity

As several employees receives discrimination in an organization, the organization itself becomes prone to inefficiency. Staff becomes uncommitted, their morale go downs, skilled workers are inclined towards the backdoor, as if they don't see it as reliable as before which has a direct effect on organization's reputation and performance [\[11\]](#).

4.5.2 Impact on organization's economy

When skilled employees get discrimination, their loyalty, motivation, and commitment start to decline which negatively impacts a company's economy. Discrimination let you deprived of talented workers, and if they are still working for you, they won't be motivated or committed to their work as before. Which drives company's productivity towards downfall as well as its economy which is directly related to its performance [\[12\]](#).

5. Conclusion

Although discrimination is one of major factor causing workers less focussed and reducing their passion and enthusiasm at workplace but now, more and more people are getting awareness of its harsh impacts and try to create a suitable and comfortable environment for all. Recognition that the employees are the backbone of organization are now understood by many organizations. As stated in the report that for how long discrimination is evolving in our society, elimination of this problem cannot be done by single person or organization in short period of time rather it would take cooperation of everyone with the perception of being equal to gradually eliminate it from our society. That is the only way to foster a positive workplace culture in the human world.

6. Recommendation

Following factor need to consider if an organization wants its environment free from any kind of discrimination.

- Establish a written policy specifying rules and methods [\[16\]](#).
- New workers of each company should be expected to engage in anti-discrimination training programmes [\[13\]](#).
- An establishment of justified and consistent system to deal with discriminative issues.
- Social meetings with corporate authorities and staff may also result in a relaxed working atmosphere [\[14\]](#).
- Encouragement workers to communicate about their concerns and issues to the company's consultant/HR.
- Showing gratitude and appreciation to workers makes them work with more passion.
- Make sure that hiring process is free from any kind of discrimination and favouritism [\[15\]](#).

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