Activity:DEI Case Study

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**DIE-Case Study:**

You work in a tech company with a diverse workforce. An Appraisal has arisen for several employees.

Among them two employees, Ravi and Nisha, are both strong employees. Ravi has been with the company for three years and has consistently delivered exceptional results. Nisha also joined the company three years ago and has quickly demonstrated leadership potential, innovation, and a strong ability to motivate their team.

After the appraisal Nisha discovers that Ravi with similar qualifications and experience is earning a significantly higher salary, revealing gender-based pay inequity within the company.

This case has been brought to the senior leadership team’s notice. As the members of the senior leadership team, how will you address this issue?

**Diversity:**

**Problem:**

In this scenario,We observed gender based and position based diversity.Ravi and Nisha joined that company at the same time,and they both have the same year of experience.They work together but they got different appraisal.

**Solution:**

As team members of senior leadership ,we suggest and explain our company terms and conditions,appraisal should be based on their performance and results.