ZOOM

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COURSE: RESEARCH METHOD

Topic: How Human Resources Departments Achieve Equal Employment Opportunities

1. Study Background:  
By making sure that workers are hired, kept, and managed well, human resource management ensures that workers are assigned vital roles in businesses. Equal Employment Opportunity (EEO) is one important component of HRM. EEO stresses that regardless of characteristics like skin color, gender, or gender identity, everyone should have an equal opportunity to pursue employment based on merit. Organizations all throughout the world have been working to establish inclusive and diverse workplaces in recent years. Your study's background could examine the legal underpinnings and historical backdrop of Equal Employment Opportunity (EEO). Talk about important laws that established the foundation for advancing equal opportunities in the workplace, such as the Civil Rights Act of 1964 in the US. Also, emphasize the difficulties HR departments encounter achieving EEO, including biases, stereotypes, and systemic barriers.

2. Research Problem Statement:  
The aim of this study is to better understand how HR departments within firms may effectively achieve Equal Employment Opportunity (EEO). Disparities continue despite awareness initiatives and legal frameworks. In your research problem statement, you should focus on the following important questions:  
• What tactics do HR departments use to guarantee equitable opportunities during the hiring, selection, and advancement processes?  
• How can they lessen implicit prejudices that could skew judgments?  
• How can training help managers and staff become more aware of EEO principles?

•Exist particular difficulties in certain sectors or cultural settings?  
You can identify the gaps and areas that require more investigation in order to improve EEO practices by investigating these topics.

3. Research Objectives Statement:  
The following goals are in line with the research issue. The Human Resource Department can attain  
fair job opportunities by taking these goals into consideration.  
1. To evaluate the present EEO procedures: Examine the EEO-related policies, practices, and initiatives that are currently in place in HR departments. Recognize their shortcomings and assess their efficacy.  
2. To investigate methods for mitigating bias Analyse the instruments, awareness efforts, and training initiatives utilized to lessen prejudice in hiring and performance reviews.  
3. To evaluate the culture of the company: Examine the impact that organizational culture has on EEO results. Exist any cultural customs that support or undermine equal opportunities?  
4. To provide suggestions: Provide actionable advice for HR professionals and corporate leaders to improve EEO initiatives in light of your findings.