



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

A Study on The Impact of Workplace Discrimination on Employee Wellbeing

Kashish Sikligar¹, Asst. Prof. Shruti Bhonsle²

^{1,2} Research Scholar, Faculty of Social Work, Parul University, Waghodiya, Vadodara, Gujarat, India

DOI : <https://doi.org/10.55248/gengpi.6.0325.12175>

ABSTRACT:

Workplace discrimination has a detrimental effect on employees' mental, emotional, and physical health in a number of ways. This abstract summarizes studies that examine the negative impacts on workers of discriminatory behaviours based on race, gender, age, disability, and other characteristics. According to the study, being subjected to prejudice dramatically raises stress, anxiety, and burnout, all of which lower productivity and job satisfaction. Employee engagement and performance are further hampered by these negative impacts, which are exacerbated by a deterioration in mental health and an increased sense of alienation. On the other hand, organizations that proactively foster inclusive cultures and implement strong anti-discrimination laws can lessen these negative effects, indicating that a company's dedication to diversity and inclusion is essential to ensuring the welfare of its workers.

This research emphasizes the critical need for all-encompassing approaches to combat prejudice and create a positive workplace environment that supports mental and emotional well-being, which will ultimately lead to a more just and effective workplace.

Keyword : Employee motivation, organization, productivity

1. INTRODUCTION:

In India, workplace discrimination has long been a pervasive problem, especially as a result of the caste system, which denied vulnerable people access to opportunities. Discriminatory practices in employment, promotions, and pay continue despite legislative measures including the Indian Constitution of 1950, the Right to Education Act of 2009, and the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act of 1989.

Over time, workplace discrimination has changed globally, starting out as a common practice with no legal restrictions. To guarantee workplace justice, laws like the Americans with Disabilities Act (1990) and the Equal Pay Act (1963) were passed over time. However, biases based on age, gender, and race continue to have an impact on workers' job satisfaction and career advancement.

Discrimination in the workplace has a serious detrimental effect on workers' motivation, mental health, and general job performance. Workers who encounter discrimination report feeling more stressed, less confident, and participating in work-related activities less frequently. Consequently, this results in decreased output, increased employee attrition, and discontent among companies..

Organizations must actively implement anti-discrimination rules, encourage diversity, and foster an inclusive environment in order to counteract workplace discrimination. Companies that ignore these problems run the danger of damaging their brand in addition to having a disgruntled and ineffective workforce.

1.1 Historical Context of Workplace Discrimination in India

In India, workplace discrimination has a long history, and occupational segregation is mostly a result of the caste system. Disparities in employment persist for marginalized communities in spite of constitutional amendments and protective legislation. Laws such as the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act (1989) and the Right to Education Act (2009) have attempted to address these problems throughout time.

1.2 Evolution of Workplace Discrimination Globally

Early in the 20th century, discriminatory practices were commonplace; women were only allowed to work in low-paying jobs, and ethnic minorities were excluded from employment. To advance workplace justice, policies such as the Americans with Disabilities Act (1990) and the Equal Pay Act (1963) were introduced over time. Nonetheless, there are still issues in guaranteeing equitable treatment for all groups.

1.3 Impact of Workplace Discrimination on Employees

Discrimination at work has been linked to higher levels of stress, anxiety, and decreased job satisfaction, according to research. Biased employees frequently experience decreased motivation, hindered job advancement, and exclusion from networking possibilities. Their general well-being and mental health suffer as a result.

1.4 The Role of Organizations in Combating Discrimination

Employers who create inclusive workplaces see increases in worker productivity and engagement. Establishing diversity programs and anti-discrimination laws can contribute to the development of an equitable and encouraging work environment. Businesses that ignore prejudice run the danger of facing financial, legal, and reputational repercussions.

1.5 OBJECTIVES:

- Investigate the several ways workplace bias affects employees' well-being.
- Look at how prejudice affects every person's mental health, work performance, and career prospects.
- Consider how prejudice in terms of wellbeing influences different demographic groups differently.
- Learn how people handle prejudice and its consequences.

2. REVIEW OF LITERATURE:

Patel and Kumar (2023) studied how caste-based discrimination influenced Indian businesses. Patel and Kumar (2023) found that lower-caste background workers experienced significant psychological distress including anxiety and sadness as well as social exclusion and isolation. The study emphasized how many businesses overlooked caste bias, which demoralized affected employees and increased turnover intentions. The study advocated more anti-caste discrimination laws and employee support programs to help society and psychology suffer from caste-based prejudice.

Deshmukh and Sharma (2021) investigated how workplace discrimination affects Indian service sector employee turnover intentions. Their study, which was based on a thorough survey of workers in various service-oriented businesses, found that workplace discrimination is a major predictor of turnover intentions. Workers discriminated against on the basis of caste, gender, ethnicity, or other factors

Singh and Sharma (2019) investigated gender and age discrimination in Indian workplaces, particularly in relation to how these biases affect staff motivation and career advancement. Their study showed that people who experienced discrimination based on their gender and age were far less motivated and had significant barriers to professional advancement. Apart from affecting their professional development, this led to a drop in job satisfaction and mental health problems including anxiety and depression.

Williams and Bell (2004) studied how racial prejudice affected mental and physical well-being of African American employees in corporate America. Their findings revealed that those who suffered racial discrimination reported greater sadness, anxiety, and stress. Prolonged exposure to discrimination made these workers more physically unwell with conditions like hypertension and gastrointestinal issues. The research emphasized that companies need comprehensive anti-discrimination and diversity policies if they are to enhance employee well-being and reduce the psychological consequences of prejudice.

Rao and Gupta (2016) addressed workplace age discrimination, particularly in India. The study looked at how prejudice and exclusion from opportunities for career advancement affected older workers, especially those over 50, causing notable drops in their well-being and job satisfaction. The study found that those who suffered age-related discrimination reported greater anxiety, stress, frustration, and sense of worthlessness. These outcomes were linked to less engagement and job performance. To lessen the negative psychological consequences of age discrimination, the authors advised businesses to implement age-inclusive policies supporting the professional growth and well-being of senior staff members.

3. RESEARCH METHODOLOGY:

Research Design: -

The study uses a descriptive research design to methodically describe the facts and characteristics of the population under study. This approach is appropriate for investigating how workplace discrimination influences employee well-being.

Sampling Design: -

A simple random sampling method ensures an unbiased selection of participants for the study..

Source of Data Collection: -

Primary Data: To collect main data, employed individuals completed a standardized, non-disguised, close-ended survey. Collected from books, websites, magazines, case studies, and other relevant sources including published and unpublished literature, journals, newspapers.

Sample Size: -

The study's ninety-six participants were polled to gain insight on workplace discrimination and its influence on staff well-being.

Tools of Data Collection: -

A structured, non-disguised, close-ended questionnaire used to systematically assess various facets of workplace discrimination and its effects on employees constituted the research instrument and survey tool, therefore ensuring consistency in data collecting and analysis.

4. DATA ANALYSIS AND INTERPRETATION:

Looking at how workplace discrimination affects employee well-being and finding notable trends in the distribution of gender, work experience, and discriminatory experiences with 96 respondents who finished a standardized questionnaire. Most of the respondents (43.8%) had less than one year of experience, followed by 34.4% with one to three years and 21.9% with more than four years, according to the demographic study, which found that 61.5% of respondents were men and 38.5% were women.

Of those surveyed, 24.2% reported workplace discrimination, 55.8% denied it, and 20% were unsure. Furthermore, 40.4% of workers thought particular groups got more support managing discrimination; 30.9% disagreed. By finding 57.9% of respondents reporting little stress caused by discrimination and 20% reporting frequent concern, the study revealed the detrimental effects of workplace discrimination on employees' well-being.

Moreover, 14.7% of those polled claimed they always wanted to leave their employment; 49.5% claimed they had thought about it occasionally owing to prejudice. Career goals were also influenced; 40.6% drastically reduced their goals and 54.2% did so marginally. Regarding professional development, 26.3% were unsure and 29.5% said discrimination had impeded their progress. Examining workplace support and climate as well, the study revealed that 34.4% of workers believed prejudice made them more uncomfortable sharing ideas in meetings; an equal number believed it had no effect and 31.3% were uncertain.

Furthermore, 20.8% reported networking difficulties and 22.9% said their efforts were undervalued because of prejudice. As 20% reported major impacts and 53.7% reported moderate influence on their self-esteem, mental health and organizational support became more prominent concerns. Of the 49% who felt somewhat supported and the 29.9% who said strong support, 21.9% felt completely unsupported by their employer and 26% had taken time off work for discrimination-related mental health issues. The study also looked at how workplace discrimination influenced professional development; 14.7% of those surveyed said they were denied duties because of discrimination; 20% felt their identity limited their ability to advance in their employment; and 35.8% were unsure.

Workplace discrimination clearly affects employees' stress levels, job satisfaction, self-esteem, and ability to advance in their careers. Many others discovered mental health-related difficulties, promotion, and networking; many reported no effect at all. Companies must improve mental health services, tighten anti-discrimination policies, and build an inclusive workplace that promotes justice and equal opportunity for every employee in order to solve these problems.

5. FINDINGS:

- Career advancement is impacted by workplace discrimination; many workers believe that bias restricts their ability to advance in their careers.
- Discrimination causes some employees to receive biased performance reviews.
- Employees believe that different groups receive different amounts of help and resources to deal with prejudice
- Workplace discrimination leads to stress, which lowers employee productivity and well-being.
- Prejudice affects employee motivation, resulting in disengagement and decreased job satisfaction.
- A considerable percentage of workers have thought about leaving their positions as a result of workplace prejudice.
- Many workers feel that in order to deal with prejudice at work, they must reduce their professional goals.
- Career advancement is impacted by bias in project distribution, since some workers believe they are being passed over for opportunities because of discrimination based on their identification.
- Because of discrimination, employees have difficulty networking, which hinders their ability to advance in their careers.
- Discrimination negatively effects self-esteem, making employees feel less appreciated and competent in their work.
- Stress and mental health issues brought on by prejudice are the reasons given by several workers for taking time off.

- Discrimination at work has an impact on workers' confidence to voice their opinions and share ideas in meetings.
- A lot of workers believe that prejudice has caused their contributions to be disregarded or undervalued.
- There is a lack of mental health resources for workers who experience prejudice at work.
- Discrimination erects obstacles to equitable and just entry to managerial and leadership roles.
- Workers who encounter discrimination report feeling more burned out and disengaged.
- Because of prejudice, some workers experience social exclusion or alienation at work.
- Employees are uncertain about workplace justice when anti-discrimination policies are unclear.
- Employee engagement and satisfaction are higher in organizations with robust inclusion programs.
- In order to foster an inclusive workplace, workers support stricter anti-discrimination laws and their improved application.

6. CONCLUSION AND SUGGESTION:

Since it creates more stress, mental health issues, and lower job satisfaction, discrimination in the workplace significantly affects people's well-being. In the end, this results in a poisonous work environment, more turnover, and less output. Discrimination influences employees' motivation, self-esteem, and career advancement, therefore influencing the performance of their company. Furthermore, constant discrimination erodes faith in leaders, disrupts teamwork, and produces an indifferent labor. If companies are to remain competitive and support long-term sustainability, they must address these challenges through proactive actions. Companies should implement clear anti-discrimination policies and conduct regular training to increase awareness and inclusiveness. Employees require safe and private channels to report discriminatory incidents free of fear of retribution. Leaders should actively enforce policies and ensure that offenders face disciplinary measures. Encouraging mentoring projects and team-building activities will help to create an inclusive culture in which every staff member feels valued. These steps will enable businesses to support a workplace free of prejudice, which would assist

7. REFERENCES:

- Sukumar, N. (2023). *Caste Discrimination and Exclusion in Indian Work Culture: A Critical Reflection*. New Delhi: Oxford University Press.
- Nambissan, G. B., & Rao, S. (2013). *Changing Contours and Emerging Concerns*. New Delhi: Orient BlackSwan.
- Stern, R. R. (Ed.). (Year Unknown). *The Oxford Handbook of Workplace Discrimination*. Oxford: Oxford University Press.
- Cohen, S. P. (Year Unknown). *The Psychological and Organizational Bases*. London: Routledge
- D'Cruz, P., Noronha, E., Mendonca, A., & Mishra, N. (Eds.). (2018). *Indian perspectives on workplace bullying: A decade of insights*. Springer.
- Mittal, S. (2015). *Inclusive workplace: Better place for all HR initiatives*. Bloomsbury India.
- Samuel, S. J., Nisha, K. D., Jindoliya, D., Pawar, S., Chatterjee, S., Lohani, M. D., Poojary, S., Salunkhe, H. S., Majumdar, A., Mukherjee, N. K., Ghosh, S., & Reddy, G. R. (2024). *Managing at workplace-empowering excellence*. KD Publications.
- N. Sukumar (2023) "Caste Discrimination and Exclusion in Indian Work culture, A Critical Reflection" by
- <https://www.bibliovault.org/BV.titles.epl?tquery=Discrimination%2520in%2520employment>
- <https://bristoluniversitypress.co.uk/class-and-social-background-discrimination-in-the-modern-workplace>
- <https://www.fairwork.gov.au/tools-and-resources/fact-sheets/rights-and-obligations/workplace-discrimination>
- <https://leglobal.law/countries/india/employment-law/employment-law-overview-india/04-anti-discrimination-laws/>
- <https://www.vox.com/policy-and-politics/2019/2/28/18241973/workplace-discrimination-cpi-investigation-eeoc>
- <https://www.justice.gov/opa/pr/eeoc-and-justice-department-warn-against-unlawful-dei-related-discrimination>
- <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>
- <https://www.theknowledgeacademy.com/blog/discrimination-in-the-workplace/>
- <https://michiganlegalhelp.org/resources/employment/workplace-discrimination>
- <https://economictimes.indiatimes.com/topic/workplace-discrimination>

-
- <https://19thnews.org/2023/04/workplace-discrimination-mothers-open-secret/>
 - <https://www.todayonline.com/topic/workplace-discrimination>
 - <https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2022.1047153/full>
 - https://www.researchgate.net/publication/338301262_Workplace_Discrimination_The_Most_Critical_Issue_in_Managing_Diversity