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TO ANALYZE THE GENDER DIVERSITY IN MANUFACTURING SECTOR WITH SPECIAL REFERENCE TO LAKSHMI MACHINE WORKS LTD

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ABSTRACT :

This study investigates gender diversity in the manufacturing sector, focusing on Lakshmi Machine Works Ltd (LMW). Diversity, equity, and inclusion are vital to fostering innovative workplaces and enhancing firm productivity. Through descriptive research and a census survey involving 79 managers, the study captures perceptions related to gender inclusivity and infrastructure adequacy. Findings reveal that while LMW fosters a favorable environment for women professionals, opportunities exist to further improve gender representation and inclusion. Infrastructure enhancements and diversity awareness programs are recommended. The study emphasizes that a diverse workforce leads to better decision-making, increased innovation, and higher organizational competitiveness.

Keywords: Gender Diversity, Manufacturing Sector, Lakshmi Machine Works Ltd, Workforce Inclusion, Organizational Productivity

INTRODUCTION

Human capital is fundamental to organizational productivity and success. Gender diversity refers to the equitable representation of different gender identities within a workforce, beyond the traditional binary framework. A gender-diverse workplace introduces varied viewpoints, enhances employee satisfaction, and fosters innovation, all of which are critical for organizational growth. Lakshmi Machine Works Ltd (LMW), a leading textile machinery manufacturer in India, recognizes the significance of fostering diversity within its predominantly male-dominated industry. The manufacturing sector's historical gender imbalance presents a challenge and an opportunity to harness the full potential of a diverse talent pool. Gender diversity, equity, and inclusion (DEI) not only improve internal culture but also lead to tangible business benefits, such as higher economic growth and better organizational outcomes. This study aims to analyze gender diversity at LMW, identify areas for improvement, and recommend strategies to enhance inclusivity. By leveraging diverse perspectives, LMW can achieve greater innovation, employee engagement, and global competitiveness. The study also evaluates the adequacy of infrastructure and organizational policies that support gender diversity, providing insights into the current climate and future directions. Addressing gender diversity is not merely a social responsibility but a strategic imperative for sustainable success in the modern industrial landscape.

REVIEW OF LITERATURE

Emmanuel Abbey and Emmanuel Adu-Danso, (2022) The relationship between gender diversity and firm productivity using data on 1,082 manufacturing firms. Gender-diverse workforce opens up a firm to a vast range of talent, knowledge and perspectives critical to enhancing innovation and problem solving, and thereby, increasing firm productivity. We find that while gender diversity promotes firm productivity at lower levels, this effect is displaced with further increases. Gender diversity variables used in the study, we find that the firms with the highest female ownership can be found in textiles (54%), garments (52%), paper (50%) and food (47%). These are typically firms in the IWOSS sector. Conversely, firms with the lowest proportion of female ownership include transport machines (13%), furniture (15%) and fabricated metal products (15%) (Typically non-IWOSS).

Andrew E. Clark, Conchita D'Ambrosio, Rong Zhu, (2021) The relationship between workplace gender measures and employees' perceived job quality, where the former cover both the gender mix of workers with the same job title and the gender of the immediate boss. The gender of the immediate boss plays no significant role in employee job evaluation. There is some evidence that these correlations differ by job-quality domains. Most of the estimated workplace-gender variables have the same estimated coefficient in each job domain. Men report better outcomes when there is gender diversity for all job domains bar one: the exception is relationships, which are reported to be better when co-workers are majority male

Joy Onyinye Paul and Continue. A. Eketu, (2018*)* Workforce diversity is the multitude of differences and similarities that exist among peoples working in an organization. The study investigates the extent to which workforce diversity (professional diversity, Age diversity, Ethnic diversity) relate to organizational survival of manufacturing firms in Rivers State. The data analysis conducted reveals a positive significant relationship between the dimensions of workforce diversity and measures of organizational survival and leadership climate significantly moderates the relationship between the two variables in manufacturing firms in Rivers State.

Joseph Dagher, Brian D'Netto, and Amir S. Sohal, (2021) This study sought to assess the extent to which organizations in the manufacturing industry were using diversity practices when performing their Human Resources functions. The study also assessed the perceived challenges and benefits of diversity in the workforce. The data indicated that Australian managers do not consider workforce diversity to be a major challenge nor do they believe that it provides significant benefits to the organization. Diversity has several dimensions such as age, gender, marital status, etc. The aim of this research is to assess the extent to which manufacturing organizations in Australia are implementing workforce diversity practices in the performance of their Human Resources Management functions.

RESEARCH OBJECTIVES

- To analyze the gender diversity in the manufacturing sector with special reference to Lakshmi Machine Works Ltd.
- To offer suggestions to improve gender diversity at Lakshmi Machine Works Ltd.

SCOPE OF THE STUDY

- The study helps to capture the pulse of the employees for the statements related to Gender Diversity and derive inputs to recommend a gender diversity in the organization.

PROBLEM STATEMENT

Despite global advancements in workplace diversity, the manufacturing sector, including LMW, remains predominantly male-dominated. Understanding the current gender diversity climate and identifying gaps in inclusivity and infrastructure are essential for promoting equitable growth and innovation.

RESEARCH METHODOLOGY

The study adopts a Descriptive Research Design, using primary data collected via Google Forms from 79 managers across various divisions of LMW. A census survey method ensures comprehensive coverage. Simple percentage analysis was employed to interpret responses regarding gender diversity perceptions, infrastructure adequacy, and inclusivity practices.

DATA ANALYSIS & FINDINGS

TABLE 4.1.25: People suggest the departments and functions where we can engage more women professionals.

SI.NO	FUNCTIONS
1	R&D
2	HR
3	SCM
4	FINANCE

INTERPRETATION:

The above table shows departments and functions to engage more women professionals in R&D, HR, Supply chain management, Finance

TABLE 4.1.26: Departments and Functions to engage more "People with Disabilities"

SI.NO	FUNCTIONS
1	Manufacturing
2	FINANCE

3	HR
4	R&D

INTERPRETATION:

The above table shows departments and functions to engage more "People with Disabilities" in Manufacturing, Finance, HR, R&D

TABLE 4.1.27: Infrastructure changes that will be required to engage more women professionals

SI .NO	FACILITIES
1	Rest Rooms
2	Transport
3	Crèche Facilities

INTERPRETATION:

The above table shows the facilities required to engage more women professionals in the organization.

TABLE 4.1.28: Infrastructure changes that will be required to engage people with disabilities in our organization

SI. NO	FACILITIES
1	Ramps / Lifts
2	Transport

INTERPRETATION:

The above table shows facilities required to engage people with disabilities in our organization.

FINDINGS

The study found that departments like R&D, HR, SCM, and Finance are suitable for engaging more women professionals, while Manufacturing, Finance, HR, and R&D were suggested for engaging people with disabilities. Infrastructure improvements such as restrooms, transport, and crèche facilities are needed for women, and ramps/lifts and transport are essential for supporting employees with disabilities.

SUGGESTIONS

- Conduct a detailed study on infrastructure requirements for women and disabled employees.
- Enhance recruitment efforts through specialized job boards.
- Invest in diversity training and workshops.
- Develop retention programs to maintain diverse workforce segments.

CONCLUSION

The study highlights that there is a strong potential to improve gender diversity and inclusivity for people with disabilities at Lakshmi Machine Works Ltd. Departments like R&D, HR, SCM, Finance, and Manufacturing were identified for increased engagement. Enhancing infrastructure facilities such as restrooms, transport, crèche facilities, and accessibility features like ramps and lifts will create a more inclusive work environment. Implementing these changes will support the organization's goal of fostering diversity, equity, and innovation across all divisions.

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