

Tata Group and Diversity and Inclusion in Workplace - A Case Study

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This case was written by **Dr. Shikha Kapoor** and **Pratim Pakrashi**, Amity International Business School. It was compiled from published sources and is intended to be used as a basis for class discussion rather than to illustrate either effective or ineffective handling of a management situation.

Objectives: The case study is about Tata Group and their contribution towards welfare of environment, employees and society as a whole. Tata Group has been a pioneer in the field of CSR (Corporate Social Responsibility). Founder of Tata Group, Jamsetji Tata, while establishing a township for his employees (currently called Jamshedpur), had instructed his son Sir Dorabji Tata to build worshipping places for employees from all the religious and ethnic backgrounds. The objective of the case study is to understand how Tatas have implanted diversity and inclusion in their work culture and ethos, and have working upon them and improving them.

INTRODUCTION:

The Tata Group is one of India's largest multinational conglomerates, with a global presence in over 100 countries. With its diverse workforce of over 700,000 employees, the Tata Group is committed to promoting diversity and inclusion in the workplace.

One of the key initiatives implemented by the Tata Group is its "Diversity and Inclusion Policy," which outlines the company's commitment to creating a diverse and inclusive workplace. The policy covers all areas of diversity, including gender, race, religion, and sexual orientation, and aims to promote equal opportunities and respect for all employees.

about tata group:

Jamsetji Nusserwanji Tata, an entrepreneur and philanthropist, started the Tata Group in 1868 as a private trading enterprise. The group formed the Indian Hotels Company in 1902 to commission the Taj Mahal Palace & Tower, India's first luxury hotel, which opened the following year.

After Jamsetji died in 1904, his son Sir Dorab Tata became chairman of the Tata Group. Under Dorab's direction, the company quickly diversified, entering a wide range of new industries such as steel (1907), electricity (1910), education (1911), consumer products (1917), and aviation (1932).



Fig: 1- Logo of Tata Group

gender diversity:

Tata Group has made significant efforts to promote gender diversity in the workplace. The company has a diversity and inclusion policy in place, which includes initiatives to increase the number of women in leadership positions. The company has also launched a women's leadership program, aimed at empowering women in the workplace and providing them with the skills and resources they need to advance their careers.

One of the key initiatives that the Tata Group has implemented to promote diversity and inclusion is its Employee Resource Groups (ERGs). These groups are formed by employees from different backgrounds who come together to address issues related to diversity and inclusion, provide support to each other, and create opportunities for networking and mentorship. Some of the ERGs that the Tata Group has formed include the Tata Women's Network, the Tata Disability Network, the Tata Pride Network for the LGBTQ+ community, and the Tata Differently-abled Network for employees with disabilities.

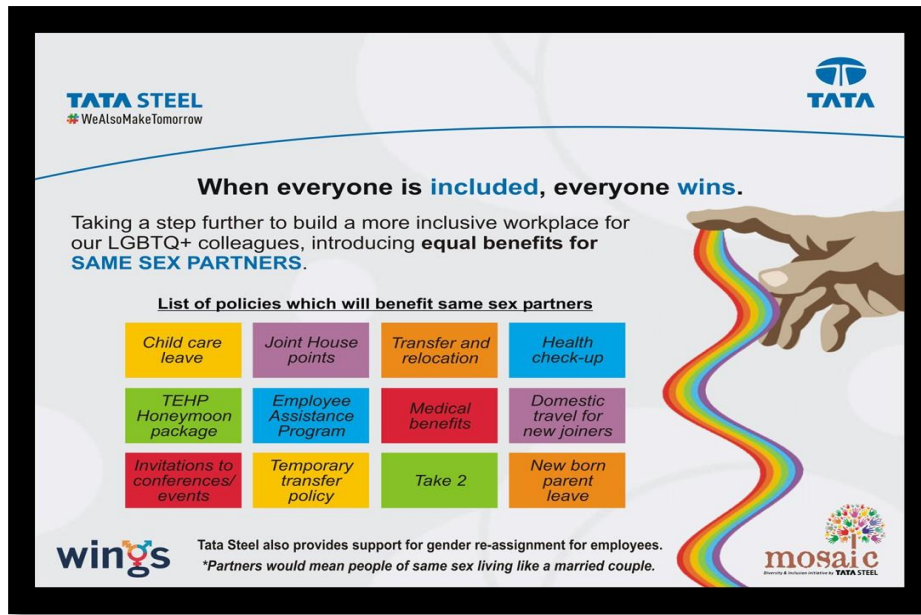


Figure-2- Inclusion of Diversity Groups in Workforce

Inclusiveness For Differently Abled Employees:

Tata Group is committed to creating an inclusive workplace where employees with disabilities can thrive. The company has implemented various initiatives, such as offering flexible working hours, providing special facilities, and providing training and development programs. The company also has a diversity and inclusion policy in place, which includes initiatives to promote the rights of differently-abled employees.

Culture Of Inclusiveness:

Tata Group has created a culture of inclusiveness by promoting a diverse and inclusive workplace. The company has a diversity and inclusion policy in place, which includes initiatives to promote a culture of inclusiveness and respect for diversity. The company also holds regular training sessions and workshops to educate employees on the importance of diversity and inclusion.

Diversity and Inclusion Training Program:

This program is designed to raise awareness among employees about the importance of diversity and inclusion, and to help them understand the impact that these values can have on the workplace. The program covers a range of topics, including unconscious bias, diversity and inclusion policies, and the role of ERGs in promoting a more inclusive culture.

In addition to the internal initiatives, the Tata Group has also been recognized for its commitment to diversity and inclusion by a number of external organizations. For example, the company has been recognized as one of the "Best Companies for Women in India" by the Working Mother and Avtar Group, and has received awards for its work on disability inclusion from the National Centre for Promotion of Employment for Disabled People.

Overall, the Tata Group's commitment to promoting diversity and inclusion has helped to create a more inclusive and supportive workplace culture, where all employees feel valued and respected, regardless of their background or identity. The company's ongoing efforts to promote diversity and inclusion demonstrate its commitment to creating a more equitable and just society, and to fostering a culture of respect, tolerance, and inclusion in the workplace.

press releases:

- Tata Steel recognised as Global Diversity Equity & Inclusion (DEI) Lighthouse 2023 by World Economic Forum. ~Tata Steel Press Release, 2023.
- Tata Steel goes inclusive; hires 12 LGBTQ+ employees at Kalinganagar plant. ~Business Today, 2022.

CONCLUSION:

The Tata Group's commitment to diversity and inclusion has resulted in a diverse and inclusive workplace culture that promotes equality, respect, and understanding. The company's policies and programs have helped to create an inclusive workplace where all employees can thrive, regardless of their background or abilities. The Tata Group's commitment to diversity and inclusion is a model for other companies to follow and demonstrates the importance of creating a workplace culture that values and respects all employees.

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