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Determination of Workplace Inequalities Through a Microscopic Lens

Saikat Chakrabarti*, Sourish Dey, Ipsita Bose, Sritama Das, Shreyashi Ghosh

Abstract

In order to fully comprehend the dynamics underlying workplace inequality, this address contends that we must take into account not just the effects of inequality based on money and power, but also the implications of status—inequality based on inequalities in regard and respect. Status is a micro incentive for conduct that is just as important as power and wealth. Healthcare staff members who identify as members of racial or ethnic minorities are disproportionately subjected to workplace discrimination from co-workers, patients, and managers. Their underrepresentation at senior levels and overrepresentation in disciplinary processes are evident manifestations of this, which is linked to several adversities including increased levels of depression, anxiety, somatic complaints, low job satisfaction, and absenteeism.

Keywords: Workplace inequality, Status, Workplace discrimination, Adversities

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Introduction

Inequality has been increasing for decades in both rich and developing countries and the academic literature addressing it struggles to provide explanations, let alone solutions. This article is concerned with a relatively underexplored area, the relationship between macrolevel inequality and organizational inequality. The core focus of the article is the demonstration that the two phenomena are closely bound up one with the other, so, concomitantly, conforming that the ties between them need urgently to be adequately studied. Macro-level inequality receives much attention from politicians and from economists; for the latter, in particular, inequality has long been a central focus of research. One motive for this sustained interest in inequality among economists and politicians is their awareness of the very high social costs that result from inequality. While we can readily find definitions, conceptualizations and measurements of inequality in society, this is far from the case with regard to inequality in organizations. With the exception of the issues of race and gender equality at work (Piasna & Drahokoupil 2017) and the pay-gap between executives and workers (Kliman 2015), organizational inequality has been the subject of little research or debate. Management and organizational literature have included studies of level. Additionally, there are specific instances of inequality (such as those involving gender, race, or executive salary) at work, but few studies offer longitudinal or comparative analyses on a national, much alone international, scale without doing a thorough analysis and organizational researchers should strive to address Piketty's work's shortcomings. However, few of them discuss inequality, and even fewer accepted Piketty's personal request to collaborate (Dunne et al. 2017).

The occurrence of an unfair and/or unequal distribution of opportunities and resources among the people that make up a society is referred to as inequality. To multiple people and in various settings, the word "inequality" may indicate various things. Additionally, inequality has separate yet overlapping social, economic, and geographic dimensions. The conflict between the normative concept of "deservingness," on the one hand, and the moral ethics of equity and social justice, on the other, complicates discussions concerning inequality. Inequalities that can be seen both within and between social groupings have come to the forefront of public consciousness in recent years. The growing recognition that inequality is systematic and ingrained in numerous socioeconomic and political structures is the result of this insight.

Objective

- To highlight the ways that people are impacted by having different levels of income or wealth than others.
- To analyse and focused on how prestige and personal influence create inequality through face-to-face and small group interactions.
- To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. Advance equality of opportunity between people who share a protected characteristic and those who do not.

Literature review

1. This article provides one primary contribution: The development of knowledge and understanding of the phenomenon of inequality economists pay close attention to macro-level inequality; for the latter, in particular, it has long been a major area of study. Politicians and economists continue to be interested in inequality in part because they are aware of the extremely high societal costs associated with inequality. (et al. Bernardi, 2020)
2. One of the studies current data shows that, regardless of whether inequality is measured by cognitive skills or human capital endowments, variations in population heterogeneity across nations can help us understand why wage inequality varies, but they actually only partially explain international differences in inequality. (et al. Hipolito, 2008)
3. In this paper, we investigate the dynamics of a bargained gender equality policy through a long-term case study of a major French IT business. Utilizing the micro-political approach, we demonstrate how the social and power dynamics within the organization influence the agreed-upon gender equality policy. The gender equality department and the trade unions progressively came to establish a micro-political arrangement through an adaptive process that revealed opportunities as participants engaged and activated their capacities (et al. Murray, 2013).
4. Status is an inherently multi-level form of Inequality Because it incorporates both social esteem hierarchies between groups in society and hierarchies of respect and influence between individual actors, status is an intrinsically multi-level kind of inequality. However, decades of expectation states research show that widely held status beliefs

about the competence and worth of members of the social groupings to which the players belong, mostly drive status processes among the actors (et al. Berger, 1977).

5. Based on author research revealed that, for job seekers, skin tone matters more than educational background. In particular, he said, "a darker-skinned Black male with higher levels of education and past work experience was significantly less preferred than a lighter-skinned Black male with less education and work experience. "Cases involving racial discrimination in the workplace have frequently centered on interactions between individuals of different races."(et al. McCray, 2012).
6. The study demonstrates that people frequently misunderstand their group condition, and that this has two important implications for research. These discrepancies highlight how dangerous it is to presume that members of a group view their circumstances in the same manner. Initially, not every member feels that their group is at a disadvantage, and as a result, not every member is amenable to mobilization. Thus, assuming group uniformity overestimates the possibility that members of marginalized groups will mobilize. (et al. Miodownik, 2015).

Research Methodology

The topic on which we are presenting is "Micro Inequality in workplace". Micro Inequality in a workplace may be overlooked, ignored or harmed based on characteristics like Gender, Skin color, status or other attributes that people may perceive as a disadvantage in an organization. While doing this project we used google.com to find basic information on micro inequality, then we used to google scholar to collect research paper by various author. The key words that we used micro inequality, gender, Inequality, employee, workplace, We did a survey on this topic to strengthen our findings the factor that we got form analyzing help a to complete the project in an efficient manner.

Analysis & Findings

The scholarly literature addressing inequality has struggled to offer reasons, let alone remedies, despite the fact that inequality has been rising for decades in both rich and poor nations. The relationship between organizational inequality and macro-level inequality is the subject of this essay, which focuses on a topic that has not received much attention. The realization that the two events are intimately related to each other is the article's main topic.

Population and sampling

We circulated google form was sent to 100 respondents who work as professionals in the IT industry and the other corporate sector industries all across the state of West Bengal.

Data collection

The first half of the question was demographic based questions which included the Age and Profession of the respondents. The second half of the questionnaire was based on how these professionals were aware of the and Human Resource Management in the corporate Industry.

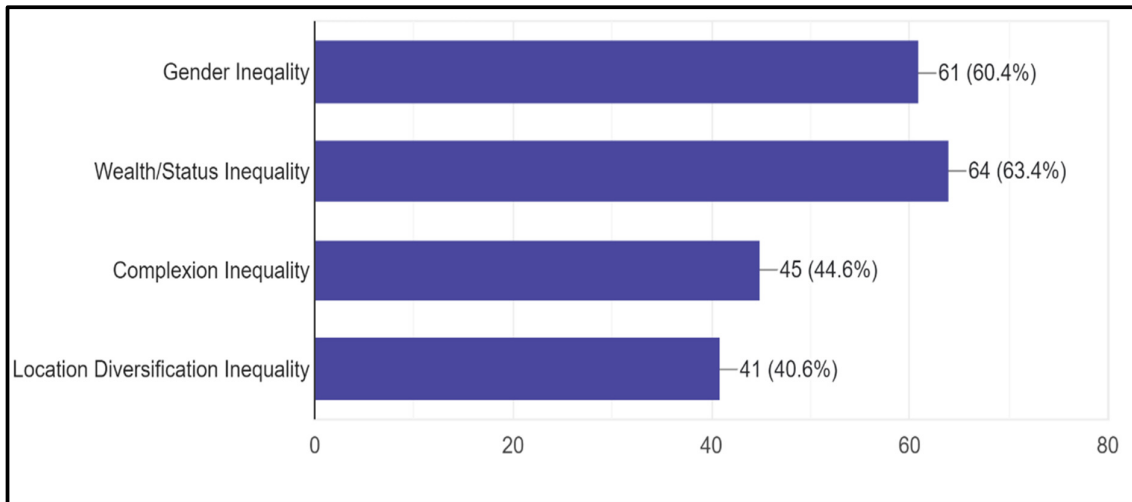
Data analysis

Our survey is based on the future scope of the inequality in workplace with Human Resource so we are using the graphs and charts derived from the survey to analyse what the future scope.

Interpretation

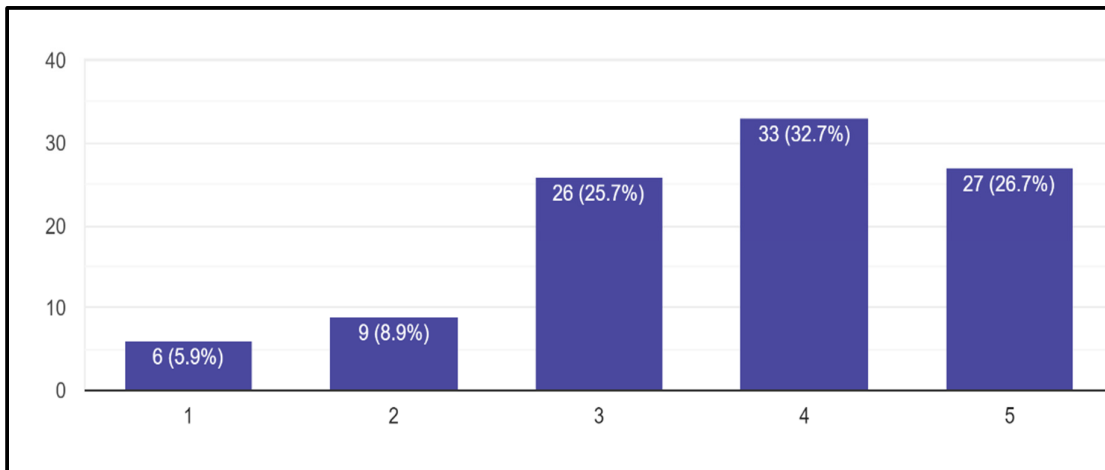
1. What is your profession?
2. How familiar are you with the concept Micro Inequality in Workplace?
3. Have you ever experienced micro inequality in your workplace?
4. In your opinion, what is the biggest factor influencing Micro Inequality in workplace?
5. Do you think, Inequality effects employee performance and team work within the workplace?
6. Do you think, Inequality effects the motivation level of an employee?
7. Do you like the environment of your workplace where Inequality takes place?
8. I judge someone based on their Status and Skin colour?
9. Do you judge someone based on their Cast and Religion?
10. In your opinion, Micro Inequality can create a negative impact on employee mentality?
11. Do you ever experience, someone getting more priority on the basis of Gender?

In your opinion, what is the biggest factor influencing Micro Inequality in workplace?



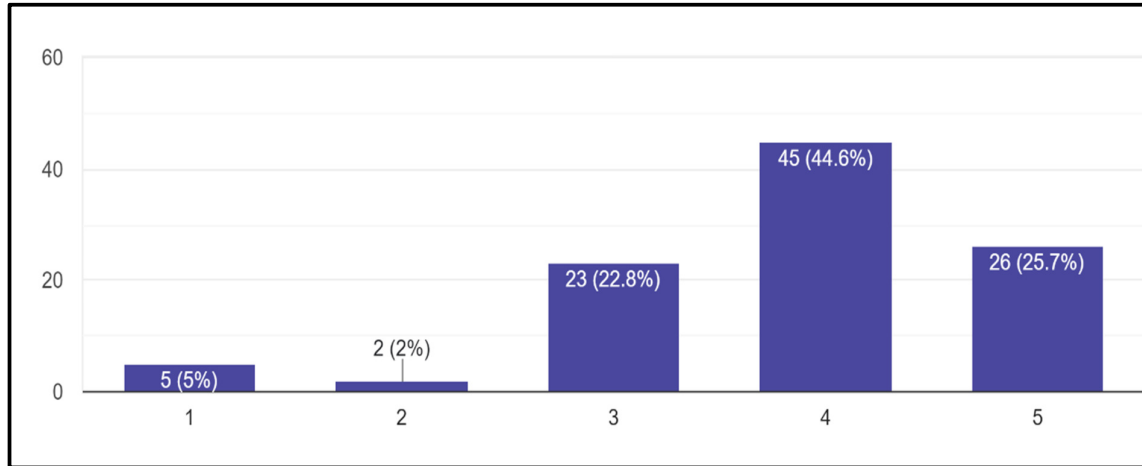
We analysed that 61% (62 people) think that gender inequality is the biggest factor influencing, 64% (65 people) thinks that status inequality is the biggest factor and few people said complexion & few said location diversity is the one influencing.

Do you think, Inequality effects the motivation level of an employee?



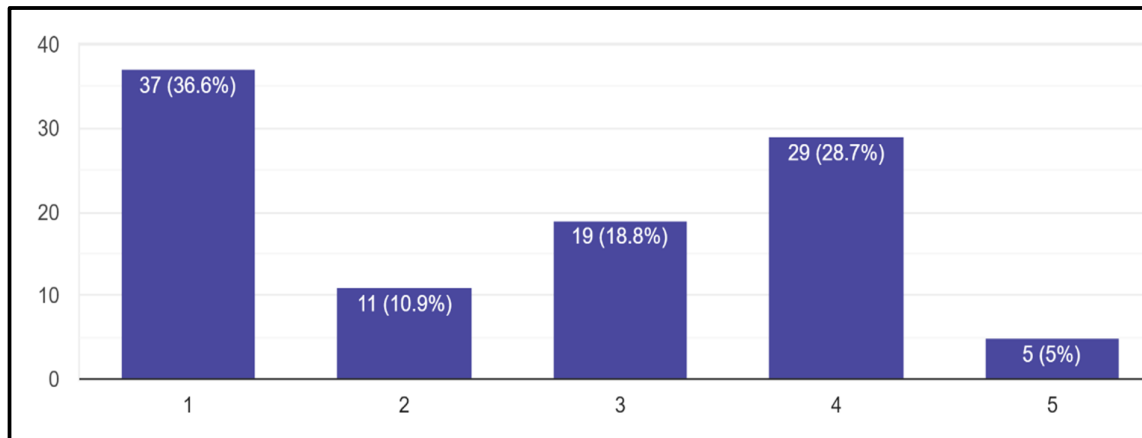
After analysing we got to know that 27% (28 people) strongly agreed with us and 6% (7 people) said, ‘it doesn’t effect the motivation level of employee’. 26 people were neutral about it.

Do you think, Inequality effects employee performance and team work within the workplace?



45 and more people agreed that it effects employee performance and team work and very few people think that it doesn't affect anything. 24 people were neutral about it.

Do you judge someone based on their Cast and Religion?



38 and more people agreed that they do not judge anyone based on their cast and religion and 5% of the total number said that they do judge people based on cast and religion.

Survey Result: Micro Inequality Survey

Conclusion

Micro-inequality refers to small-scale or localized disparities in opportunities, resources, or treatment that occur at an individual or community level. It is distinct from macro-inequality, which encompasses broader societal or systemic disparities. In an ideal world, micro-

inequalities would not exist, we would treat everyone equally and fairly on an unconscious and conscious level. In the real world however, micro-inequalities, formed and reinforced through social stereotypes, personal beliefs, media messages to name a few, can lead to differences in how we treat people. Tools such as calibration, standardized templates, group decision making can all mitigate these effects and help foster an Inclusive workplace.

At the end of this research, we learned that micro inequality is a big concern in Indian society and we have to be more cautious about it and it also should not take place in workplace. Small changes in our lifestyle can make our society better for the future. Elimination of micro-inequality is a current focus of some universities, businesses, and government agencies as a key diversity strategy. According to some experts, micro-inequities can slowly and methodically erode a person's motivation and sense of worth. This may result in absenteeism, poor employee retention, and loss of productivity.

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