



## **Exploring the Impact of Workforce Diversity on Employee Attitudes and Organizational Performance: An Empirical Study of Perceptions and Outcomes**

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### **Abstract**

**Background:** As modern organizations increasingly prioritize workforce diversity, understanding its influence on employee performance and organizational effectiveness is crucial. This study investigates the impact of diversity dimensions, including gender, age, ethnicity, and educational background, on employee attitudes and workplace outcomes.

**Objectives:** The primary aim is to assess employees' perceptions of diversity within organizational contexts, exploring their attitudes toward diversity initiatives, personal impacts, and the broader effects on organizational success. **Methods:** A quantitative survey approach was employed, with a structured questionnaire administered to capture responses from a diverse participant sample. The survey examined agreement or disagreement across statements related to diversity's benefits, costs, and effects on organizational harmony and personal satisfaction.

**Findings:** Results reveal a strong, positive perception of diversity among respondents, with the majority indicating that diversity fosters harmony, organizational effectiveness, and personal enrichment. While 91.4% express enthusiasm for diversity, 100% agree that diversity initiatives are worthwhile and support continued organizational efforts. Negative sentiments were minimal, indicating broad acceptance and positive attitudes toward diversity.

**Conclusion:** The findings highlight diversity as a strategic asset that enhances innovation, inclusivity, and organizational performance. The study underscores the value of fostering a diverse workplace culture where employees feel appreciated, engaged, and motivated to contribute unique perspectives. **Novelty:** This research adds to the growing body of literature by providing empirical evidence from a varied



demographic context, reinforcing diversity's role in strengthening organizational cohesion and performance. The insights contribute to a deeper understanding of how positive diversity perceptions can be leveraged as a driver of organizational success.

**Keywords:** Workforce diversity, organizational performance, inclusivity, employee perceptions, inclusive culture

## **Introduction**

Effective human resource (HR) management is essential to the success of any firm (Mukhtorov & Ermatov, 2023). It encompasses more than just handling institutional environments, bureaucratic processes, and the demands of lone workers. Making the most of employees' skills and determining the ideal workforce composition are also (or maybe mostly) necessary components of human resource management. Due to the variety of labor that needs to be done inside a business, a diversified workforce in terms of education, veteran status, physical stamina, gender, sexual orientation, and ethnicity is frequently required (Upadhyaya, 2024). Workplace diversity is a complex idea that will keep changing, particularly in secondary education since more and more schools are opening up, particularly in Mbita Sub County, where there aren't many secondary schools.

Workplace diversity has become inevitable and fundamental for sustainable employees' performance (Chen, et al., 2023). It is therefore imperative for any organization that intends to be successful to have borderless view and an underlying commitment towards workforce diversity as part of its day to day business operation (Momin & Chong, 2023; Gurung, Thapa, Khadka, Karki, & Neupane, 2020). The same point underscored in this study. Workforce diversity can be examined in six different dimensions such as age, gender, sexual orientation, ethnicity, educational background and religious beliefs. Each dimension has its own unique effect on the employee performance some the dimensions examined in this study (Farashah, Blomquist, & Bešić, 2024).

According to Farashah et al. (2024), diversity is those human qualities that are different from our own and outside the groups to which we belong yet are present in other individuals and groups. some the dimensions examined in this study. The connection between employee performance and workforce diversity has been the subject of earlier research (Lamichhane & Neupane, 2023). The study came to the conclusion that the growing focus on diversity is not a financial fad or fashion, but rather a reflection of the unavoidable effects of demographic and economic shifts occurring globally, as well as how these effects affect worker performance. After examining the relationship between workforce diversity and employee performance in Japanese secondary schools, Akintoye et al. (2024) came to the conclusion that there is a direct correlation between the two. He continues by saying that a company that disregards diversity concerns may find it difficult to compete with others.

Workforce diversity started out in many firms as a means of meeting legal requirements. But what was initially a legal need has turned into a strategic priority with the intention of affecting worker performances (Ghimire & Neupane, 2022). Several laws have been passed



to influence the management of workforce diversity. However, when it comes to workforce diversity, both companies and individuals continue to make choices that violate laws pertaining to affirmative action, equal opportunity employment, and even constitutional prohibitions. The topic of workforce diversity raises a range of emotions in many organizations because some workers see diversity as a problem rather than a tool for increasing their performance (Neupane & Dawadi, 2018). For instance, a new teacher who considerably deviates from the majority is perceived as out of place in certain secondary schools when they are freshly posted or transferred. Because of their race or religious beliefs, head teachers and principals of schools have also experienced rejection and even been prevented from assuming their new positions (Mahat, Neupane, & Karki, 2023). Employee success has also been seen as relying solely on a workforce that is diverse in terms of training, skills, and motivation. The discriminatory attitude of some workforce, individual identity, lack of cooperation amongst workers has been extended by workers in same diverse organization beyond limits, which dampens morale with negative performance index. This is because departmental goals are pursued more at the expense of broad organizational goals and objectives. Corporate profitability dwindles because the core values of diversity are not properly harnessed. Similarly, nature of education, training and exposure as a policy issue has left much to be desired on the part of management. This corporate business process in relation to how best global best practice could be applied to achieve profitability is found wanting in these organizations. These performance parameters will be reviewed in this paper to unravel how best workforce diversity can boost organizational performance. The main purpose of this study is to investigate the effects of workforce diversity on employees' performance.

### **Research Methodology**

This research used a survey design, since it was to investigate the workforce diversity and its effects on employee performance in different sector of private company. Survey study therefore allowed the research to shed light on the topic under study from a multiple of perspectives. The survey also allowed the study to use different approaches and rely on different sources of evidence such as unstructured, semi-structured and structured interview along secondary data simultaneously (Mahat, Neupane, & Shrestha, 2024). The blueprint data gathering and distribution for the study is the sampling design. Employees are categorized on the basis of their age, salary, gender, ethnicity, marital status and so on. This study sample consist of 140 respondents. Those respondents work in private companies. For the study, convenience sampling was used. Thus, many questions were used for the sampling process. The primary survey was used to carry out the investigation. The information was gathered in Kathmandu from a various respondents using a standardized questionnaire. A printed questionnaire was distributed to the employees in the Kathmandu valley. Different private companies were visited to complete the forms. The closed ended questionnaire was used to gather the study's data. The respondents were asked to mark the appropriate response indicating how much these criteria have an impact on their investment choices.



This study utilized descriptive statistics, specifically frequencies and percentages, to analyze survey responses regarding organizational diversity. The approach provided straightforward insights into the respondents' attitudes towards diversity across several aspects. Frequencies and percentages were calculated for each response category, revealing the distribution of opinions on topics such as enthusiasm, perceived costs, harmony, frustration, and support for diversity efforts.

### **Results and Analysis**

The research discusses the respondent demographic profile such as age, gender, marital status, ethnicity and so on and they are mention in the form of statistical table with frequency percent.

#### **Response analysis**

Frequency Table

Table 1 *Descriptive analysis of Age*

Age	Percent	Valid Percent	Cumulative Percent
36-50	42.9	42.9	42.9
20-35	31.4	31.4	74.3
51-65	25.7	25.7	100.0
Total	100.0	100.0	

Source: Survey 2024

The age distribution of the respondents is clearly broken down in this table. With 42.9% of the sample, it demonstrates that the largest age group is 36 to 50 years old. Twenty-five to thirty-five years old accounts for thirty-one percent of the sample; fifty-six to sixty-seven years old accounts for twenty-seven percent. The age groups' contributions to the overall population under study are depicted by the cumulative percentage.

Table 2 *Descriptive analysis of Education*

Education	Percent	Valid Percent	Cumulative Percent
Primary School	97.1	97.1	97.1
High School	2.9	2.9	100.0
Total	100.0	100.0	

Source: Survey 2024

The educational attainment levels of the respondents are clearly summarized in this table. Primary education is the most common level of education among the sample, as evidenced by the large majority (97.1%) who have completed their schooling to that level. Just 2.9% of people have finished their education all the way through high school. The cumulative percentage column ensures the completeness of the data displayed by verifying that all replies are included and adding up to 100%.



Table 3 *Descriptive analysis of Gender*

<b>Gender</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Female	100.0	100.0	100.0

Source: Survey 2024

The sample population as a whole is made up entirely of people who identify as female, as Table 3 shows. The data is clear-cut and shows that the sample's gender identity is uniform. The cumulative percentage attests to the table's 100% sample coverage, confirming the accuracy of the supplied data.

Table 4 *Descriptive analysis of Marital status*

<b>Marital Status</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Married	100.0	100.0	100.0

Source: Survey 2024

All members of the sample population (100%) are married persons at this time. This suggests that the sample's distribution of marital status is homogeneous. The table gives a comprehensive and understandable summary of the married status of the people under study.

Table 5 *Descriptive analysis of First language*

<b>First language</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b> Nepali	100.0	100.0	100.0

Source: Survey 2024

The chart unequivocally shows that every member of the sample group speaks Nepali as their first language. This implies that the group under study has a uniform language background. The absence of any additional first languages in this specific sample is confirmed by the high values in the Percent, Valid Percent, and Cumulative Percent columns. As a result, this table offers a thorough and concise summary of the distribution of first languages among the respondents.

Table 6 *Descriptive analysis { Number of years with the organization }*

<b>Number of years with the organization</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
4 - 7	40.0	40.0	40.0
8 - 10	60.0	60.0	100.0
Total	100.0	100.0	

Source: Survey 2024

A breakdown of the tenure distribution within the organization is given in Table 6. It demonstrates that, forty percent of the sample has worked for the company for four to seven years. 60.0% of the sample has worked for the company for eight to ten years. The cumulative percentage attests to the completeness of the data supplied by verifying that each participant in the sample has been categorized according to their tenure. Understanding the distribution of organizational experience among the questioned group is made easier with the use of this information.



*Table 7 Descriptive analysis { Salary }*

Salary	Frequency	Percent	Valid Percent	Cumulative Percent
15000-19999	15	42.9	42.9	42.9
20000+	15	42.9	42.9	85.7
10000-14999	2	5.7	5.7	91.4
5000-9999	3	8.6	8.6	100.0
Total	35	100.0	100.0	

Source: Survey 2024

The majority of those polled (85.7%) make at least \$15,000 per year. Comparatively fewer people (14.3% total) make between \$5,000 and \$14,999 per year. The distribution exhibits an equitable split between the 15000-19999 and the 20000+ pay ranges, indicating a concentration of people in the upper salary brackets. This table shows the general income distribution of the surveyed group and gives a clear picture of where most people fall in the pay spectrum.

*Table 8 Descriptive analysis { Job status }*

Job status	Percent	Valid Percent	Cumulative Percent
Other	82.9	82.9	82.9
Teller	8.6	8.6	91.4
Customer Service Clerk	2.9	2.9	94.3
Consultant	5.7	5.7	100.0
Total	100.0	100.0	

Most respondents' work status are classified as "Other," suggesting a broad range of roles not specifically included in the categories offered. In the group polled, the percentages of specific roles such as Tellers, Customer Service Clerks, and Consultants are lower. Table 8 sheds light on how different employment responsibilities are distributed across the sampled population, emphasizing the frequency of particular positions and the range of job statuses that the group.

*Table 9 I believe that diversity is fair*

I believe that diversity is fair	Percent	Valid Percent	Cumulative Percent
Agree	100.0	100.0	100.0

Source: Survey 2024

The surveyed group's unanimity on the fairness of diversity is shown in this table. There are no broken-down answers indicating dissent or ambiguity on the assertion. It shows that there is broad agreement within the group that variety is viewed as beneficial. As a whole, the table confirms that respondents to the study had a strong consensus about the fairness of diversity.



Table 10 *Diversity is stressful for me*

<b>Diversity is stressful for me</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	40.0	40.0	40.0
Disagree Somewhat	60.0	60.0	100.0
Total	100.0	100.0	

Source: Survey 2024

Out of the total, 40.0% disagree that diversity causes them stress. Then, 60% respondents disagree mildly with the statement.

There was a general consensus among the respondents that diversity did not considerably increase stress levels, as seen by the lack of strong agreement that diversity is stressful. This table shows how members of the studied group interpret the relationship between stress and diversity, with the majority of respondents believing that diversity does not significantly increase their level of stress.

Table 11 *I feel enthusiastic about diversity*

<b>I feel enthusiastic about diversity</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	91.4	91.4	91.4
Disagree Somewhat	8.6	8.6	100.0
Total	100.0	100.0	

Source: Survey 2024

The overwhelming majority of those polled (91.4%) said they are excited about diversity. Just 8.6% of respondents said they disagreed somewhat with feeling excited about diversity. Overall, the table shows that the polled group had a very good attitude about diversity, with the majority clearly feeling pleased about it.

Table 11 illustrates a general enthusiasm among the respondents and indicates a high degree of positivity and openness towards diversity within the questioned community.

Table 12 *Diversity is expensive for organization*

<b>Diversity is expensive for organization</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	37.1	37.1	37.1
Disagree Somewhat	62.9	62.9	100.0
Total	100.0	100.0	

Source: Survey 2024

The majority of respondents (62.9%) disagreed that diversity costs businesses money. A sizeable minority (37.1%) disagrees with the statement in some way. The table as a whole show that the majority of respondents believe diversity to be either inexpensive or not very expensive for businesses. These points to a general consensus among those surveyed that diversity has either no financial cost to organizations or a lower cost than other advantages. It displays an optimistic view of the worth and significance of diversity in work environments.



Table 43 *Diversity leads to harmony in organization*

<b>Diversity leads to harmony in organizations</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	91.4	91.4	91.4
Disagree	8.6	8.6	100.0
Total	100.0	100.0	

Source: Survey 2024

The overwhelming majority of respondents (91.4%) think that diversity fosters peace within the organization. Just 8.6% of respondents believe that diversity in an organization always results in peace. Overall, the table shows that the group surveyed had a solid consensus about the beneficial effects of diversity on promoting harmony in organizational settings. According to this table, respondents have a positive opinion of how accepting diversity can improve organizational cohesiveness and effectiveness, indicating an understanding of the advantages variety offers for harmony in the workplace.

Table 14 *I feel frustrated with diversity*

<b>I feel frustrated with diversity</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	88.6	88.6	88.6
Disagree Somewhat	11.4	11.4	100.0
Total	100.0	100.0	

Source: Survey 2024

The results from Table 14 show that 88.6% of respondents, or the great majority of people, said they are not annoyed by diversity. Although to a lesser degree, a tiny minority (11.4%) express some disagreement or frustration with diversity. According to the data, most respondents do not consider diversity to be a major source of annoyance. This shows that most respondents had a generally positive opinion of diversity and did not find it frustrating when they were in various settings or situations. It displays a generally peaceful outlook on the difficulties and complications that variety can occasionally bring.

Table 15 *I feel hopeful about diversity*

<b>I feel hopeful about diversity</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

Table 15 displays a clear consensus among the participants of the poll with respect to their optimism over diversity. There are no broken-down answers indicating dissent or ambiguity on the assertion. It demonstrates the group's broad agreement that variety breeds optimism. In conclusion, the table confirms that respondents to the survey had a high degree of enthusiasm and optimism about the potential and advantages of diversity.





Table 16 *I believe that diversity is hopeless*

<b>I believe that diversity is hopeless</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	40.0	40.0	40.0
Disagree Somewhat	60.0	60.0	100.0
Total	100.0	100.0	

Source: Survey 2024

The majority of respondents (60.0%) disagree in part with the statement that there is little hope for diversity. The assertion is categorically disagreed with by a sizable minority (40.0%). Overall, the table shows that most respondents do not think diversity is hopeless, pointing to a more optimistic view of diversity's potential to result in beneficial change. This table illustrates a widely held opinion among those surveyed: diversity is not seen as an inherently futile pursuit, despite potential obstacles. It represents a nuanced viewpoint in which most people are aware of the challenges posed by diversity while still being upbeat about its possible advantages.

Table 17 *I support that diversity efforts in organization*

<b>I support that diversity efforts in organizations</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

In conclusion, this table shows that all of the respondents were completely in agreement and aligned when it came to supporting diversity initiatives in businesses. This consensus shows a strong commitment to promoting diversity and inclusivity as essential elements of company culture and operations.

Table 18 *I withdraw from organizational diversity efforts*

<b>I withdraw from organizational diversity efforts</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	11.4	11.4	11.4
Disagree Somewhat	62.9	62.9	74.3
Neither Agree nor Disagree	25.7	25.7	100.0
Total	100.0	100.0	

Source: Survey 2024

Sixty-nine percent of those polled said they have no strong desire to stop supporting corporate diversity initiatives, while twenty-five percent are undecided. There is a small minority of people (11.4%) who strongly disagree with the idea of stopping these efforts, suggesting that there are not many people who are actively involved in promoting diversity initiatives. Regarding their participation in or withdrawal from organizational diversity initiatives, the surveyed group seems to have a mixed answer overall, as indicated by the table, with a sizeable percentage neither strongly agreeing nor disapproving. This table illustrates the various viewpoints and attitudes on organizational diversity initiatives and



offers insights into the diverse levels of engagement and commitment towards diversity efforts within the studied population.

Table 19 *Diversity is rewarding for me*

<b>Diversity is rewarding for me</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	97.1	97.1	97.1
Neither Agree nor Disagree	2.9	2.9	100.0
Total	100.0	100.0	

Source: Survey 2024

The vast majority of respondents (97.1%) feel personal fulfillment in diversity. The statement is not strongly agreed with by a very tiny minority (2.9%). This table shows that respondents had a very good opinion of the advantages and rewards of diversity for themselves. Overall, the findings point to a high degree of personal fulfillment and pleasure that the examined population's variety contributed to. It emphasizes how diversity is valued and has a good effect on people in social and organizational settings.

Table 20 *I feel resentful about diversity*

<b>I feel resentful about diversity</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	94.3	94.3	94.3
Disagree Somewhat	5.7	5.7	100.0
Total	100.0	100.0	

Source: Survey 2024

94.3 percent of those surveyed said they had no resentment towards diversity. A tiny minority (5.7%) express some disagreement or mild hostility toward diversity. Overall, the table shows that the surveyed group had a highly good opinion of diversity and a very low level of animosity. The surveyed population appears to have a largely accepting and favorable attitude toward diversity, as indicated by this table. The majority of those surveyed strongly agreed that diversity is not a major source of resentment, demonstrating a widespread acceptance and openness towards varied environments and experiences.

Table 21 *Diversity is an asset for organizations*

<b>Diversity is an asset for organizations</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

The above mentioned table indicates that there is broad agreement among the participants polled about the value of diversity as a benefit for organizations. There are no opposing or indifferent replies, demonstrating a united and firm belief in the benefits of variety. It emphasizes the group's shared conviction that valuing diversity fosters innovation, corporate performance, and success in general. In conclusion, the survey respondents expressed strong agreement and recognition of the positive contributions that diversity makes to organizational



settings, as seen by the table. It emphasizes a resounding support for diversity as a competitive advantage and a vital element of corporate development.

Table 22 *Diversity leads me to make personal sacrifices*

<b>Diversity leads me to make personal sacrifices</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	31.4	31.4	31.4
Disagree Somewhat	68.6	68.6	100.0
Total	100.0	100.0	

Source: Survey 2024

The vast majority of respondents (68.6%) do not believe that diversity forces them to give up something personally. A minority (31.4%) disagree or are unsure about the statement to some extent. According to the chart, most respondents do not believe that embracing diversity means sacrificing their own interests or objectives. This table shows that respondents generally believe there are no major personal costs associated with diversity. It highlights a reasonable perspective on the integration of diversity in both personal and professional situations and shows the conviction that accepting diversity may occur without requiring significant personal compromise.

Table 23 *I participate in organizational diversity efforts*

<b>I participate in organizational diversity efforts</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

In conclusion, the aforementioned table illustrates the surveyed individuals' strong commitment to and level of active participation in corporate diversity initiatives. It shows a constructive and proactive attitude to fostering diverse and inclusive workplaces by highlighting a shared purpose to promoting diversity, equity, and inclusion within organizational contexts.

Table 24 *I resist organizational diversity efforts*

<b>I resist organizational diversity efforts</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	62.9	62.9	62.9
Disagree Somewhat	37.1	37.1	100.0
Total	100.0	100.0	

Source: Survey 2024

The majority of respondents (62.9%) don't think they are opposing corporate diversity initiatives. A sizable minority (37.1%) express some disapproval or opposition to workplace diversity initiatives. According to the table, most respondents are either neutral or supportive of organizational diversity initiatives, with a tiny but significant minority expressing some degree of opposition. The survey group's varying viewpoints on attitudes and reactions toward organizational diversity initiatives are shown in this table. It shows that different



organizational contexts have varied degrees of acceptability and involvement with diversity programs.

Table 25 *I believe that diversity is good*

<b>I believe that diversity is good</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

In conclusion, the poll respondents' strong agreement and optimistic outlook regarding the virtues and importance of variety are shown in this table. It draws attention to a cohesive viewpoint that values diversity as a quality that benefits businesses and society at large.

Table 26 *Diversity is unprofitable for organizations*

<b>Diversity is unprofitable for organizations</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Disagree	80.0	80.0	80.0
Disagree Somewhat	20.0	20.0	100.0
Total	100.0	100.0	

Source: Survey 2024

The above mentioned chart indicates that respondents had a largely optimistic perspective on the financial benefits of diversity in the workplace. There is a general notion that diversity can have a positive impact on organizational success, as evidenced by the majority of respondents' belief that diversity is not unprofitable. A minority, on the other hand, has different opinions or believes that determining the direct financial effects of diversity is more difficult. This shows that opinions within the group about how diversity impacts the profitability of organizations differ. All things considered, the research shows a general agreement that diversity does not always hurt an organization's capacity to make money. This agreement is consistent with studies showing that diversity improves creativity, judgment, and overall performance within a company.

Table 27 *Diversity is enriching for me*

<b>Diversity is enriching for me</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Agree	100.0	100.0	100.0

Source: Survey 2024

The table shows that everyone who was polled agreed wholeheartedly that diversity enriches their lives. The questioned group's broad positive impression of the personal benefits of diversity is highlighted by this unanimous agreement. It is a powerful endorsement of the ways in which diversity fosters learning, personal development, and general richness. This table emphasizes diversity's positive effects on human experiences and viewpoints throughout a variety of corporate and societal situations, highlighting a cohesive viewpoint on the personal benefits and enrichment that diversity delivers.



Table 28 *I believe that diversity is unjustified*

<b>I believe that diversity is unjustified</b>		<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	Disagree	62.9	62.9	62.9
	Disagree Somewhat	37.1	37.1	100.0
	Total	100.0	100.0	

Source: Survey 2024

The majority of those polled had, as the table shows, a largely positive opinion on the rationale for diversity. A minority has different opinions or perceives complexity in the justification of diversity, even when the majority vehemently disagree with the idea that diversity is unjustified. All things considered, the research points to a broad agreement that variety is valued and justified in corporate and social situations. This table emphasizes how crucial it is to identify and comprehend various points of view regarding the value and rationale of variety. It demonstrates a wider understanding and conviction in the justification for encouraging diversity as a way to advance equity, inclusivity, and organizational performance.

### **Conclusion**

The findings indicate that diversity in the workforce, including gender, age, ethnicity, and educational background, has a significant overall impact on employee performance in most areas of an organization. With the exception of age, the research's objectives are met by the accepted results. As one of the most often used methods for assessing employee performance in a company in recent years has been workforce diversity, the research typically provides the data to enable further studies in this area. In conclusion, this study emphasizes how successfully incorporating diversity into organizational strategies and cultures can have a transformative effect. Organizations may foster cultures where people feel appreciated, empowered, and inspired to contribute their varied perspectives and skills toward shared goals by embracing diversity as a driver of creativity, inclusion, and organizational success.

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