

The Role of Diversity, Equity and Inclusion Initiatives in Shaping Organizational Culture in India Based IT Industries in Bengaluru City

Kaipa Harshitha

Department of Management Studies, M.S. Ramaiah University of Applied Sciences, Bengaluru, Telangana, India

Abstract

Diversity, Equity, and Inclusion (DEI) are now essential to an organization's growth and success in the modern corporate environment. This study looks at how diversity, equity, and inclusion (DEI) practices, such as fair hiring, equal career opportunities, and diversity training, shape the culture of the Indian IT sector, particularly in Bengaluru. According to a survey and literature analysis, strong DEI practices improve employee happiness, communication, trust, and teamwork, all of which boost retention and productivity.

At the same time, the potential for full DEI impact is limited by obstacles like surface-level adoption and change aversion. True inclusion goes beyond representation, the research shows, underscoring the necessity of strong leadership and sustained dedication. The results hold significance for scholars and professionals who aim to create more inclusive organizational cultures in the Indian technology sector.

Keywords

Diversity, Equity, Inclusion, Organizational Culture, IT Industry, India.

