Chapter 8
Measuring the Different Facets of Diversity Using Quantitative Methods

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ABSTRACT

The aim of this chapter is to provide quantitative techniques and guidance for analyzing different problems related to the measurement of diversity and inclusion practices present in organizations. The example of only one dimension of diversity; viz Gender diversity is given in this chapter. However, these Quantitative tools can be used to explore other facets of diversity as well. In this way, this chapter shall seek to provide a basic understanding of how to analyze and study the data collected for research on Diversity and Inclusion practices in organizations.

INTRODUCTION

A wise scholar has said, "Research consists in seeing what everyone else has seen but thinking what no one else has thought."

Research is a continuous and rigorous process to study a particular topic as meticulously as possible. It calls for inquisitiveness, perseverance, commitment and hard work for a quite a number of years. The decision to start on this difficult journey should be made after careful consideration. A good institution and the support of its research community, matter a lot in this journey.

Mostly this chapter will adhere to University level students or doctoral scholars who have embarked on their research journey. However, researchers affiliated with different organizations too can benefit from the methodology described here.

The chapter shall deal with quantitative methods to measure different facets of diversity. Throughout the chapter, as an example, a study conducted by a researcher on gender diversity and the glass ceiling phenomenon in organizations shall be highlighted. This example shall help readers to understand better, the different statistical methods that can be used to conduct research on diversity.

Gender Diversity is a dimension of workplace diversity, which we shall be taking as an example in our chapter. Similarly, other dimensions of diversity too can be researched and analyzed using the tools given in the chapter. With the help of these methodologies and tools, researchers need to find their own unique approach to the study of management of diversity or analysis of diversity dimensions in an organization.

The layout of the chapter is as follows. In the first section, a general introduction to the chapter is given; in the second and third section, the topic of workforce diversity is explained with special emphasis on gender diversity in the workforce; in the fourth section, the researcher's induction into the research journey is highlighted; the third section talks about framing the research question and identification of the research population. The fourth section talks about how to approach research on diversity. The fifth section talks about framing the research Question and formulating the hypothesis. The sixth section discusses identification of the population while the seventh section talks about the different Sampling Methods that are used by researchers. The eighth section, follows up on this, by discussing data collection tools and techniques and the ninth section talks about ways to frame a basic questionnaire. The tenth section talks about certain basic quantitative methodology to analyze the collected data and the eleventh section takes this further by touching upon the different parametric and non-parametric tests used by researchers in their studies. Finally, the twelfth section sums it all up by providing a guideline on how to write the complete research report on the study conducted. Through these different sections, this chapter tries to give an overall view of some of the quantitative methods that may be used for analyzing research data on diversity.

WORKFORCE DIVERSITY

What Is Diversity?

In simple words, diversity is the individual quality which differentiates a person or group from others around them. Some of these differences like race, gender and age

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