

The employee perspective on diversity

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Employees appear to have a positive outlook on being a part of a diverse workforce, the Shine Survey on diversity reveals. There is some sense of discrimination being felt, but there is no clear or one specific reason behind this.

The survey that covers almost 1500 employees finds that amongst candidates, almost 45% are aware that their company has a diversity policy, though the fence-sitters, who are not aware whether their organisation has a diversity policy or not, constitute about one fourth. Obviously the message on diversity is not an important agenda on the HR policy of these companies.

Of those who are aware of their organisation's diversity policy, more than 75% believe it helps give the workplace a better work environment or leads



■ **Having a diverse team positively impacts performance** THINKSTOCK

to better productivity. Only 5% think that diversity policies are leading to lesser talented people coming in.

On how diversity gets implemented in the organisation, more than half see this in terms of different cultural/religious events getting celebrated in the office. Little less than half view measures for women's safety

as a means of promoting diversity. About a third actually say that the organisation provides career development training programmes or mentoring, targeted towards diverse groups, and another third say they are allowed to observe holidays as per their religion or culture.

Of the total candidates surveyed, one fourth report to feeling

discriminated against at some point in their career. There are a wide range of reasons for this discrimination, though gender and region feature on top of the list.

Almost one third feel they have been passed over for a job opportunity within their present organisation, or when applying outside the organisation, for reasons other than professional. Here again the reasons are numerous, with gender and age being amongst the more quoted ones.

Only 50% of candidates surveyed believe their boss is always or mostly fair towards all members of the team, irrespective of gender/ age/ physical appearance/ religion/ region/ caste/LGBT/nationality, etc.

More than half the number of candidates view a diverse team as having a positive impact on the team's performance and overall business growth, while only 10% actually view it as having a negative impact.

Diamond wires key to faster PCs

Washington: For the first time, scientists have demonstrated that information can flow through a diamond wire, a finding that may pave way for faster and more powerful computers. In the experiment, electrons did not flow through diamond as they do in traditional electronics.

Rather, they stayed in place and passed along a magnetic effect called "spin" to each other down the wire — like a row of sports spectators doing "the wave." This spin could one day be used to transmit data in computer circuits, researchers said.

The experiment carried at the Ohio State University, found that diamond transmits spin better than most metals in which researchers have previously observed the effect. The price tag for the diamond wire did not reach engagement ring proportions, Hammel said. It cost \$100, since it was made of synthetic, rather than natural, diamond. AGENCIES

campusbuzz

IITians gear up for big race



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KOLKATA: Team Kart, a group of enthusiastic undergraduates at IIT-Kharagpur, prefers getting hands on experience on subjects taught in the classroom. The team comprises 76 students from more than 10 departments, who live the everyday challenge of designing, manufacturing and testing Formula One prototype vehicles with just one dream in mind: to represent India and IIT-Kgp at a global competition called Formula Student, UK, held at Silverstone Circuit near London.

TeamKART is the official racing team of IIT-Kgp and is also the largest students' project on the campus at present. This team was founded in 2008 as a club of budding engineers

who were also racing enthusiasts. After some initial tough years when the team faced shortage of funds and technical know-how, it has established itself as one of the most prestigious students' group on campus.

They have already successfully manufactured three racing cars and are working on the fourth one.

Formula Student is Europe's most established educational motor sport competition, run by the Institute of Mechanical Engineers. TeamKART participated for the second time in the 2013 edition of the event and were able to clear all the six scrutiny tests – tech, safety, noise, chassis, brake and tilt.

With significant improvements in design this year, they have firmly set their eyes on the Top 25. To know more about the team log on www.teamkart.in.