

Original Article

Diversity, Equity, and Inclusion Analytics in HR: How Workday Enables Data-Driven Decision-Making

Honie Kali

Independent Researcher

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Abstract: As part of the quickly changing business environment, Diversity, Equity, and Inclusion (DEI) have turned out to be strategic things for Human Resource (HR) management, moving beyond parity with, however at the same time, essential drivers of organizational accomplishment and the survive. In this paper, they examine the critical role data-driven decision-making plays in advancing DEI efforts in the organization, specifically what Workday provides as a Human Capital Management (HCM) platform. As a result of integrated DEI analytics, Workday's tools give human resource professionals access to the centralized collection, storage and analysis of employee data so they can draw actionable insights about employee demographics, pay equity, hiring practices, and promotion trends. Workday helps organizations reach and monitor progress on eliminating disparities and implementing inclusive talent management strategies through descriptive, predictive, and prescriptive analytics. The paper additionally describes problems relating to the realization of analytics around DEI, including data quality, ethical considerations, and integration complexity. This suggests that the deployment of DEI analytics in the form of Workday or similar platforms helps make HR inequities more transparent, accountable, and data fueled, enhancing transparency and accountability in HR, as well as creating an environment that stimulates an equitable opportunity culture, fuels employee engagement, and drives long-term organizational growth.

Keywords: Diversity, Equity, and Inclusion (DEI), HR Analytics, Workday, Workforce Demographics, Pay Equity, Employee Engagement.

I. INTRODUCTION

The modern corporate world has made diversity, equality, and inclusion (DEI) a cornerstone of HR strategies. The requirement of fostering inclusive workplaces that provide equal opportunity to all employees is becoming more apparent to organizations [1]. Diversity is yet another area in which the compliance aspect of the Diversity Initiative has outgrown the basis for its existence initially legislative frameworks, such as discrimination in the workplace was outlawed by the Civil Rights Act of 1964, set the stage, but in much more recent years the Diversity Initiative has grown beyond the basis of such compliances. Today, organizations are not just about relative representation but rather about cultivating inclusive cultures and equitable ways of doing that that lead to employee engagement and organizational performance [2].

Although diversity and inclusion are receiving more and more focus, one of the challenges in organizations around the world is how to take those diversity and inclusion policies and turn them into actual follow-through by measuring actions. But as is common among both the DEI plans in corporate sectors and higher education, there is a huge gap between DEI plans and their actual execution [3]. Diversity is often discussed in strategic documents, but there aren't as many efforts in understanding its real impact in the initiatives [4]. Such a gap highlights that there is an increasing need for tools that increase evidence-based decision-making for HR leaders to measure the effectiveness of diversity strategies and to make discoveries on how to improve it.

This has presented HR management with a transformative approach to people analytics where it can solve this challenge. It is also a hybrid name for it that makes use of data science techniques on workforce data to derive insights to help in decision-making [5]. For instance, there are platforms, such as Workday, that have started to change the game by offering integrated DEI analytics tools that enable companies to gather, analyses and visualize data, for instance, on workforce diversity, data on pay equity, hiring trends, and promotion patterns [6]. Using these tools, HR professionals can identify hidden bias, track diversity progress towards diversity goals, as well as increase transparency in their entire organization.

Descriptive, predictive, and prescriptive analytics capabilities offered by Workday aid organizations in using analytics to achieve their DEI outcomes [7]. Workday's real time dashboards, customizable reports, and machine learning models help HR teams to monitor diversity metrics, solve the disparity, and maintain the pace of people strategy with DEI goals [8]. However, the effective use of such platforms also depends on data availability, quality, and ethical considerations in managing



sensitive employee information [9]. Nevertheless, integrating DEI analytics through Workday represents a significant step toward fostering inclusive workplaces and promoting data-driven decision-making in HR practices.

A. Structure of the Paper

The structure of the paper is as follows: Section II discusses the Importance of DEI In Modern Workplaces. Section III highlights the benefits of DEI for organizations and employees. Section IV outlines the Data-Driven Decision-Making with Workday. Section V presents related work and literature review. Key findings and suggestions for further study are presented in Section VI, which wraps up the work.

II. THE IMPORTANCE OF DEI IN MODERN WORKPLACES

Achieving justice in organizations is connected to DEI [10]. In this sense, diversity refers to the visible and unseen ways in which people differ from one another, both within and across organizations and in society at large. Many factors contribute to inequality they include, but are not limited to, gender, sexual orientation, age, disability, religion, and race/ethnicity.

Second, equity means treating people fairly according to the chances presented to them and the outcomes of those opportunities. The goal is to level the playing field so that everyone has a chance to contribute to society, whether it's through education or employment. In order to achieve equity, they must first recognize that people's requirements vary in severity depending on their history, socioeconomic status, and level of education. Then, they must remove these obstacles by making sure that everyone has access to the information and tools they need to achieve their goals [11].

Inclusion, the last concept, refers to the recognition and participation of different or marginalized people within a culture or environment. When it comes to building a diverse and inclusive workplace, this means making sure that all employees feel welcome and included in decision-making and networking opportunities, and also finding ways to leverage people's unique qualities for the benefit of the company and its workers [12].

The empirical data reveals that a varied workforce is more likely to have new ideas, share information more freely, and make better judgments or offer better solutions to the team. For these reasons, workforce diversity is advantageous [13]. Furthermore, research has shown that getaways boost creativity, trust, and openness among employees. Organizational growth may be achieved by enhancing DEI in workforces, which in turn improves competitive advantage and profitability [14]. Therefore, this study examines DEI by analyzing the tactics, procedures, and metrics employed by human resource management in firms to enhance DEI in employee recruitment, retention, and advancement.

B. Concept and Significance of Inclusion in the Workplace

Every employee should feel valued, respected, and appreciated in an inclusive workplace that welcomes and celebrates diversity. The value of a diversified force has grown to a tipping point as more and more individuals see its benefits. A company's bottom line benefits from a more inclusive workplace since it boosts morale and productivity [15].

Inclusion in the workplace lies at its core, simply existing in a space that values and accepts diverse groups of individuals regardless of their race, gender, religion, sexual orientation, or any other category. This is demonstrated by initiatives that go beyond just seeking for diverse candidates to actively support and promote diversity, equality, and inclusion (DEI) initiatives. It also involves making sure that everyone in the company is on the same page by encouraging honest dialogue, teamwork, and respect.

To be an inclusive workplace, one must ensure that all employees are welcome and that they have equal opportunities to achieve. Regardless of their prior knowledge or expertise, all staff will be trained and developed as part of this process. This also includes helping to create a workplace culture where it is accepted and encouraged that the employees bring their full selves to work [16]. An important aspect of creating an inclusive workplace is boosting morale. A higher probability of employee motivation and engagement may be achieved by concentrating on individuals who see their efforts as highly valued and appreciated. Such an increase in productivity and performance at the workplace can be beneficial to the organization's bottom line. Also, a diverse workforce is more likely to generate creative and innovative solutions to problems by bringing in fresh viewpoints and ideas.

C. Benefits of DEI for Organizations and Employees

DEI initiatives provide lots of benefits for the organization and for its employees. For organizations, DEI is a driver of innovation and creativity, is increased decision making, and improves profitability through the use of diverse perspectives in an organization. It bolsters brand image, gives you more market relevance and helps to create a better place to work where conflict will be reduced and collaboration will be ramped up. Furthermore, inclusive practices contribute to higher employee engagement, better performance, reduced absenteeism and turnover, and so saving costs and maintaining talent [17]. DEI increases its talent pool, diversity in leadership, and policies for a better balance between work and life. DEI means that an environment is being made for employees to support personal growth and learning, hear everyone's voice in decision making

and share success. It enhances job satisfaction, gives pride in working for socially responsible organization and gives equally career advancement opportunities. This, however, does not mean that every single person can actively break barriers for another person. An inclusive culture reduces stress, improves retention, creates a good environment for the employees to attend to their personal responsibilities and therefore have an overall wellbeing and engagement. In Table I, also provide the comparison to better understanding.

Table 1 : Benefits of DEI for Organizations and Employees

Benefits	For Organizations	For Employees
Innovation and Creativity	Diverse teams bring varied perspectives driving innovation	Exposure to different ideas enhances personal growth and learning
Decision-Making	Teams with diverse backgrounds make more informed decisions	Employees feel their voices are heard in decision-making processes
Profitability and Competitive Advantage	DEI-focused companies achieve higher financial performance	Employees share in the success of an inclusive and growing company
Brand Reputation	Strong DEI culture attracts top talent and loyal customers	Pride in working for a socially responsible organization
Market Relevance	Diverse workforce better understands and connects with diverse customers	Employees feel connected to a diverse and dynamic workplace
Well-being and Job Satisfaction	Positive workplace culture reduces conflicts and enhances collaboration	Feeling valued, respected, and safe increases job satisfaction
Engagement and Productivity	Inclusive environment drives better performance	Employees feel motivated and committed to their roles
Absenteeism & Turnover	Reduced turnover saves costs and retains talent	Inclusive culture reduces stress and increases retention
Career Advancement Opportunities	Broader talent pipeline and leadership diversity	Fair and equal growth opportunities for all employees
Work-Life Balance	Policies that support diverse employee needs enhance retention	Employees experience better support for personal responsibilities

D. Challenges to Promote DEI in Workplace

This is a pivotal time for DEI initiatives in the workplace. However, much has been done but much is still left to do to actually achieve DEI [18]. It will then explore some of the challenges that the organizations run into in advocating for DEI on the job, keeping in mind the following:

- **Lack of Diversity at the Top:** As per one of the major obstacles to fostering DEI at work. However, despite attempts by many companies to expand their pool of workers, there has been no discernible improvement in the representation of women and minorities at the executive level [19]. The creation of a corporation that values diversity, equity, and inclusion is hindered by the absence of diversity at the top, and it also limits who has a shot at realizing those opportunities.
- **Unconscious Bias:** One obstacle to advancing DEI in the business world is the pervasiveness of unconscious prejudice. A person's subtle and frequently inadvertent prejudices towards particular groups are known as unconscious bias. Including recruiting, promotions, and performance reviews, these processes are prone to prejudice.
- **Resistance to Change:** Resistance to change is one of the biggest obstacles to advancing DEI in the workplace. The implementation of new policies and practices to create a DEI environment can cause friction in the workplace; some employees are likely to resist these policies and practices, which can lead to tension and conflict.
- **Lack of Accountability:** A lack of accountability for DEI initiatives is another challenge to the promotion of DEI in the workplace. Even many organizations may undertake DEI initiatives, but only if people are held accountable for the success or failure of such initiatives.
- **Tokenism:** Tokenism is a problem that encourages DEI at work. Giving promotions or jobs to under-represented individuals just to provide the impression of diversity is known as tokenism. In order to combat tokenism, companies must priorities recruiting and promoting individuals based on their qualifications rather than their gender or ethnicity.

However, instead of only using diversity metrics at the entry level, organizations can also decide to implement them as a measure of workforce diversity.

III. HR ANALYTICS AND ITS ROLE IN DEI

HR analytics is important because it helps track and enhance DEI efforts using data-based decisions. By substituting analytics and reporting with insights, HR has shifted from being a data point to a strategic decision maker able to support equity in the hiring, promotion and retention processes. The predictive and diagnostic analytics aid in the identification and mitigation of the biases, thereby ensuring fair and inclusive workplace practices [20]. HR Analytics has also been used by organizations like IBM, Google, Deloitte and Accenture to restructure HR processes and intrinsically embed DEI into their core strategies. Furthermore, HR analytics for effective change management stabilizes and structures the approach to the DEI initiative and fosters employee trust, commitment and engagement.

A. Data-Driven Insights Improve DEI Outcomes

A big data and analytics (BDA) platform allows organizations to turn data into a catalyst for improving DEI outcomes through data-driven, fair, and inclusive decision-making. As the role of ML and predictive analytics increases, businesses are able to discover bias patterns in recruitment, promotions, and workplace culture to grant more equitable [21]. Data-driven organizations outperform their competitors, and studies show that the more analytics the organization brings into the workforce, the more inclusive and diverse the employees become. In view of the significant research that has been conducted on BDA's impact on the performance of organizations, the application of BDA in the context of HR and DEI strategies has not been significantly investigated, and therefore, there is a need to further examine how analytics can contribute to equitable workplace transformation.

B. Key HR Metrics for Measuring DEI Progress

A few key HR metrics for measuring DEI progress include workforce representation, tracking the proportion of diverse groups at every level in the organization, and metrics for hiring, promotions and turnover of underrepresented employees (recruitment, retention, advancement rates) [22]. Pay disparities can highlight inequities in compensation, while employee engagement surveys assess inclusivity and workplace culture. Exit interviews provide insights into DEI-related concerns influencing turnover. Diversity scorecards and benchmarking help track progress against industry standards, though comparisons can be challenging due to contextual differences [23]. Apart from that, inclusion metrics should also encompass job satisfaction, career development opportunities, innovation and productivity and be aligned with the business outcome. For data on DEI measurement, employee feedback, audits, and leadership accountability are added to qualitative data to boost continuous improvement.

C. HRM Practices in Promoting Workforce Diversity

HRM systems need to be explicitly designed by managers to deal with DEI in the HRM related to workforce diversity. It entails the implementation of HR practices where diversity is promoted at every level, from the recruitment and the selection phase to compensation and performance management [24].

Some Essential HRM Strategies for Improving DEI Include:

- Diversity management integration into workforce planning and staffing.
- Changing training and development initiatives for staff to be inclusive.
- Establishing equitable procedures for performance evaluation.
- Salary structures and benefits should be ensured to ensure equity.

D. HRM Practices to Support DEI Initiatives

An HRM practice, which can lead to an improvement in order to provide greater opportunities for creativity and invention, new challenges, and a sense of justice and equity due to shared group membership, DEI is forming diverse work teams with individuals of various genders, ethnic origins, and ages working together. While such diversity can potentially bring conflicts or a misunderstanding as a result of different points of view, organizations should be aware that it is something that they will be faced with.

Additional HRM Strategies to Foster DEI Include

- Increasing hiring channels to connect with under-represented talent pools.
- Redesigning assessment and selection instruments to remove bias.
- The role of addressing anti-discrimination policies and being inclusive to a certain degree [25].

IV. DATA-DRIVEN DECISION-MAKING WITH WORKDAY

The cloud-based business management software, Workday, facilitates the consolidation of HR, finance, and analytics into a single interface. Having all within one parameter allows organizations to harness real-time data to make better

informed decisions. Workday provides customizable reporting and interactive dashboards to the business to allow them to create data visualization according to its needs to enhance its insight of workforce trends and financial performance. Real-time data processing renders the platform's capabilities to process data in real time; hence, decision makers have access to the most current information, making better decisions on changes taking place in the organization. Furthermore, Workday's integration with modern data lakes and AI technologies amplifies its analytical power, enabling predictive analytics and strategic planning. This seamless integration of data across various business functions fosters a holistic understanding of organizational dynamics, thereby supporting more effective and data-driven decision-making processes.

A. Workforce Demographic Analysis and Trends

Their dynamism, attitude towards work, and mobility are crucial in organizational management. Therefore, every organization should be concerned with managing demographic variables at work. Demographic shortcomings pose a risk to an employee's overall well-being and efficiency, and effectiveness [26]. In order to stay in business, a company needs a demographic workforce that it can effectively manage and use. Managers should not discount the importance of staff demographics in running a business. Thus, it is imperative that they are kept on board for optimal outcomes. Personal characteristics of each worker, or biographical factors, are a potential indicator of how well they will do in their job, according to Hendra Wijaya (2019).

B. Pay Equity and Compensation Analytics

Employee engagement is a crucial component of organizational performance, demonstrating the degree of zeal, dedication, and emotional bond that staff members have with their jobs and the business. Employees who are highly engaged are typically more inventive, devoted, and productive, which improves overall company success. Sentiment analysis, a subfield of NLP, helps organizations assess employee engagement by analyzing textual data from surveys, emails, chat interactions, and social media. Organizations can leverage sentiment analysis tools to measure employee morale, detect early signs of dissatisfaction, and address workplace concerns proactively [27]. By analyzing employee feedback, organizations can identify patterns in sentiment trends, providing valuable insights into areas needing improvement, such as leadership effectiveness, workplace culture, and job satisfaction. Additionally, AI-driven sentiment analysis can help HR teams understand the emotional impact of organizational changes, enabling data-driven decision-making for improving employee experience. Regular engagement surveys, pulse

checks, and feedback loops, combined with sentiment analysis, create a culture of constant feedback, guaranteeing that workers feel appreciated and heard. Effective use of these data may improve overall employee well-being, reduce attrition, and provide a more attractive workplace.

C. Talent Acquisition and Promotion Transparency

As a source of a business's competitive advantage, HR must be strategic, adaptable, cost-effective, and customer-focused all at once. Recruiting, training, and staff development are all important aspects of human capital management. The input-process-output (IPO) system's components and the two strategic HRM focusses of competency and behavior are used to establish the HR fundamental strategies. Depending on the HR architecture, talent acquisition may be achieved through the utilization of both internal and external talent for managing various kinds [28]. A lack of talent impedes the expansion of businesses. Many people link the difficulties in finding top talent to the talent war, which is primarily caused by the scarcity of talent.

Promotion transparency refers to the clarity, fairness, and objectivity in an organization's career advancement processes. It ensures that employees understand the criteria, expectations, and opportunities for professional growth within the company. Transparent promotion policies contribute to employee engagement, motivation, and trust in leadership, eventually cultivating a merit-based and inclusive workplace culture.

V. LITERATURE REVIEW

The literature review on inclusion analytics in HR is presented in this part, which also examines the significance of equity, diversity, and inclusion in recruiting practices, their effects on corporate culture, and the function of data-driven assessment frameworks in promoting inclusive excellence.

Ganeshan and C (2022) proposed a recent analysis of secondary sources and literature. Businesses in the IT sector that understand how monocultural workplaces hinder creativity, innovation, and productivity are at a clear competitive advantage. Communities, consumers, employees, and highly qualified job seekers all place a high value on companies that have incorporated diversity into their culture. Key chances are being lost by organizations that do not foster an inclusive and diverse culture. Communities and clients may decide to get into contracts with other businesses that more closely align with their ideals [29]

Leicht-Deobald et al. (2022) contribute to works on personal integrity, critical data analysis, workplace surveillance, and the literature that straddles the line between corporate responsibility and HR management. Employers are depending more and more on HR decisions are made using algorithms to monitor their employees. The IT sector's denial of any biases in its decision-making tools and its assertion that they are effective and impartial serve to support this tendency. Our book highlights a significant issue with efficiency-driven reasoning of algorithm-based HR decision-making that might shift the delicate balance between employees' compliance and personal integrity more in favor of compliance [30].

Table 2 : Summary of Literature Review Based on Data-Driven Decision-Making for HR

Ref	Focus Area	Key Findings	Challenges	Key Contribution	Future Directions
Ganeshan and C. (2022)	Diversity and Inclusion in the IT Industry	Monocultural environments restrict innovation and creativity, while diverse workplaces attract talented employees and clients.	Resistance to adopting diversity, failure to build an inclusive culture may lead to losing clients and talent.	Highlighted the importance of diversity for organizational growth and competitive advantage.	Companies should be encouraged to cultivate an inclusive and diverse culture that is in line with the ideals of their clients and the community.
Leicht-Deobald et al. (2022)	Workplace Monitoring and HR Decision-Making Using Algorithms	Algorithm-driven HR practices improve efficiency but risk compromising employee personal integrity.	Balancing efficiency with ethical concerns and maintaining employee integrity in algorithm-based HR decisions.	Explored ethical concerns in algorithm-based HR monitoring and its impact on corporate responsibility.	Develop ethical HR guidelines ensuring personal integrity alongside compliance in tech-driven workplaces.
Kavitha and Chinnasamy (2021)	Resource Management Decision-Making Using IoT-Based Data	IoT improves resource utilization and facilitates intelligent decision-making by gathering and evaluating real-world data.	Limited IoT device capabilities and difficulties in safely and efficiently handling omnipresent data.	presented a theoretical framework for data-driven intelligent decision-making that makes use of machine learning and the Internet of Things.	Enhance IoT-based models for smarter, efficient, and secure decision-making in resource-constrained environments.
Ezeugwu, Nonyelum Edeh and Obiapuna (2020)	Diversity and Inclusion in HR Practices	Effective HR diversity practices increase productivity, motivation, and organizational performance. Poor practices lead to demotivation and higher turnover.	Ineffective diversity management can result in conflicts, low morale, and poor organizational outcomes.	Stressed the need for integrating diversity and inclusion in HR practices for organizational success.	Recommend continuous investment in structured diversity and inclusion programs within HR policies.
Nocker and Sena (2019)	Talent Analytics in HR	Talent analytics enhances HR decisions and overall performance but requires ethical data governance and trust.	Ethical issues, data privacy concerns, and high costs in implementing talent analytics systems.	Differentiated talent analytics from other analytics fields and emphasized building trust and governance mechanisms.	Promote trust, ethical data usage, and robust governance for successful talent analytics deployment.
Ferreira-Oliveira, Keating and Silva (2018)	HR Practices and Employee Perception	Employees' trust and managers' perception strongly influence HR practice adoption and effectiveness.	Misalignment between HR practices and employee perceptions may hinder HR system effectiveness.	Analysed how employee responses and manager perceptions affect HR practices' success.	Develop trust-based HR systems integrating employee feedback for continuous improvement.

Table II summarizes key research on Diversity, Equity, and Inclusion (DEI), highlighting focus areas, key findings, challenges, and contributions to workplace diversity and talent management

Kavitha and Chinnasamy (2021) concentrate on the most important recommendation among those Real-world data may be sensed, analyzed, sent, and stored by IoT devices. They are also able to speak to each other. The low number of IoT devices and the pervasiveness of many of the applications being created using the technology create a number of issues for the IoT ecosystem. This article's main focus is on using data to help in an IoT environment with limited resources, decision-makers make effective resource management choices. Important processes, methods, and approaches are also included. This paper provides a conceptual framework for an intelligent decision-making model based on data-driven IoT technology or a data-driven ML model [31].

Ezeugwu, Nonyelum Edeh and Obiapuna (2020) study is well-positioned to demonstrate how the interaction between diversity and inclusion contributes to the development of an effective corporate culture and raises employee productivity. The present study uses a methodology of content analysis of previous studies to show that effective diversity and inclusion management through good HR policies and practices yields positive benefits. When HR fails to manage diversity and inclusion, the most common results are conflict, demotivation, higher staff turnover, and poor organizational performance. According to the survey, employers should priorities workplace diversity and inclusion these days, and their significance will only increase as long as businesses keep funding their initiatives [32].

Nocker and Sena (2019) describe the benefits and drawbacks of implementing talent analytics in a firm and how it varies from other subfields of business analytics. It will go over several case studies that demonstrate how talent analytics may enhance organizational decision-making. The case studies will be used to determine the main avenues by which the HR department's and, ultimately, the organization's overall performance may be enhanced by the use of talent analytics. This study discusses the advantages that talent analytics may provide for organizations, but it also draws attention to the potential costs (in terms of ethics and data governance) associated with its extensive usage. Lastly, it emphasizes the value of trust in facilitating the effective execution of talent analytics programs [33].

Ferreira-Oliveira, Keating and Silva (2018) illustrate that initial study in a multi-level research project that presents the findings of a qualitative investigation of how HR managers view the social processes that go into HR and how their staff members accept HR procedures. Additionally, they examined views that may influence changes to the HR system. The findings imply that these attitudes have an impact on whether HR procedures are implemented or discontinued. This study aims to characterize the relationships between organizational-level procedures (managers implementing new practices, such as technology) and individual-level responses (workers' trust and adherence to HR management practices) [34].

VI. CONCLUSION AND FUTURE WORK

Analytics for DEI are becoming an essential part of contemporary HR management, enabling organizations to move beyond compliance-based approaches and adopt data-driven strategies for fostering inclusive workplaces. This study highlighted the role of Workday in transforming HR practices through advanced analytics tools that provide real-time insights into workforce diversity, pay equity, and talent management processes. By leveraging descriptive, predictive, and prescriptive analytics, Workday empowers HR professionals to identify gaps, track progress, and implement effective DEI initiatives. The integration of DEI analytics also means having more transparency and making better decisions, as well as expanding on a fair, inclusive organizational culture that supports business objectives and expectations of society. While DEI analytics is becoming more and more important, there are still many challenges to organizations building new ways to measure and prove an act of inclusion and belonging – such as the lack of a holistic view of DEI within systems, the inability to effectively see or measure inclusion and belonging, the inability to quantify the cost of DEI incidents, and so on. It is also crucial to make sure that data privacy is ensured while collecting sensitive employee information.

In the future, data-driven DEI initiatives need to be studied for their impact on the retention of employees, career progression and overall performance of the organization. Furthermore, adding Workday DEI analytics to other advancing HR technologies that include machine learning and sentiment analysis will enhance part of the picture of workplace inclusivity. A comparative study of different HR analytics platforms would have value in studying the efficiency of HR analytics platforms in fostering DEI. DEI keeps becoming a priority for organizations, and as HR analytics becomes a part of the standard, so will the further advancement in HR analytics be used to fulfill the needs of an equitable workplace with superior talent management and compliance with developing DEI regulations.

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