Impact of Workforce Diversity on Employee Performance With Reference to IT Companies of Udaipur

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Abstract-IT industry is rapidly growing Industry in India. Workforce diversity is the emerging issue in today's corporate world as it's not only a challenge for the organizations but also a chance, which if not properly managed can affect the performance of employees and therefore the organization. People are different in not only in gender, age, education, ethnic diversity but also in their perspectives and prejudices. The impact of diversity in the workplace is surprisingly greater than one would think. Studies show that putting together a team composed of people with the same ethnic background and personality may cause conflicts and decrease productivity. As opposed to a team that is composed of people with different ethnic backgrounds and personalities which allows for a higher rate of productivity and a lower rate of conflict. The aim of the present study is to identified the impact of various diversity on employee performance of IT companies of Udaipur. There are numerous diversity factors that can affect employee performance, but this study included only the most critical variables among all of them, such as diversity in age, gender, ethnicity, educational background, religious, workforce, and employee attitude towards job, which were independent variables, and employee performance in an organisation, which was a dependent variable. The data for this study was gathered by sending questionnaires to 300 employees of multiple IT companies in the Udaipur District of Rajasthan (India). The empirical link between age, gender, ethnicity, educational background, religion, workforce, and job attitude was calculated using the Software Package for Social Science (SPSS). Statistical methods such as the percent and Chi-Square Test, the 't' test, and correlation were utilised to examine the SPSS data. The study's findings revealed that all work force diversity characteristics are favourably connected with employee performances.

Keywords- Employee Performance, Workforce Diversity, Age Diversity, Education Diversity, Ethnic Diversity IT Industry

I. INTRODUCTION

In a multiethnic nation like India, diversity cannot be encapsulated in a single phrase. This concept transcends distinctions made on the basis of race, religion, employer, or rank. Diversity policies in some firms may focus on gender, religion, disability status, economic status, sexual orientation, income level, and other characteristics. Individuals and management often misinterpret diversity as a broad range of variances rather than a few specific qualities. Employers hire workers from all over the world. Since men are unique, their power is an organization's greatest asset. They are ethnically, culturally, and religiously diverse. They work toward the same organisational goal despite their different skills and knowledge. They establish worker diversity with their varied backgrounds, skills, and experiences. Staff from various locations wants a productive work environment. An organization's responsibility is to create a healthy workplace and make sure employees are happy. Excellent human resource management boosts employee productivity and revenue, as employees are an organization's most valuable resource. A human capital

advantage is the lone characteristic that can distinguish one company from another. Thus, companies are investing more in staff training and development.

The study examines how employees perceive workplace diversity and how it affects job satisfaction. The term "workforce diversity" refers to having workers from various backgrounds. Diversity includes race, ethnicity, caste, age, gender, cognitive style, work history, educational background, tenure, organisational role, language, culture, religion, and more. According to Dora .et al.(1998)[1], organizations have learned that diversity is a process rather than an absolute occurrence. Workforce diversity is recognised as one of the key requirements in today's changing economy; yet managing the same is difficult, according to Saxena (2014)[2]. Srivastava. et al.(2012)[3] argued that workforce diversity is important in the workplace and market today because of its global perception. Diverse workplaces help companies attract and retain top talent and expand their customer base. The variety dimensions are represented by the iceberg model, according to Sartorius.et al. (2011)[4]. These dimensions have three faces, similar to the iceberg.

Table 1. Dimensions of Diversity Mazur (2010)[5]

Primary Dimensions	Secondary Dimensions	Tertiary Dimensions
Race	Religion	Beliefs
Ethnicity	Educational Background	Assumptions
Gender	Sexual Orientation	Perceptions
Age	Thinking Style	Attitudes
Disability	Geographical Origin	Feelings
	Marital status	Values
	Political Orientation	Group Norms
	Work Experience	
	Culture	
	Language	

A diverse workplace has a number of advantages. Some of the economic benefits include an increase in the number of hireable prospects and a larger pool of qualified workers from various backgrounds. A diverse workplace also improves communication with customers. A diverse work environment fosters the growth of cooperative working practises. As with any positive aspect of workplace diversity; there are some drawbacks that can harm a division and, more importantly, the entire organisation. A variety of issues can arise and have an impact on a company's performance. The first issue is poor workplace communication, which has a negative impact on employee performance when left unresolved. Employers should ensure that communication barriers are quickly addressed due to the significant impact that it would have if employees were unable to interact with one another due to language barriers. A diverse workplace has various advantages. Some of the economic benefits include the growth of the pool of qualified workers from varied backgrounds and an increase in the number of hireable prospects. A diversified workplace also improves communication with a company's clients. A diversified work environment encourages the development of cooperative working practises. Change-resistant employees may also hurt companies. Some workers defy new company policies. Disobedient workers sabotage the company. Finally, employment discrimination and ethnocentrism. Some companies unfairly favour some workers. Managers favour some people. Effective teams require justice and equality, which hurts business. No company survives without a strong team. Competent workers are intimidated by favouritism managers. Most will leave for higher-paying jobs. Managers who dislike or envy an employee often work with other employees to make their workplace unfavourable.

This study examines how workforce diversity affects employee performance using age, gender, educational background, religious, work experience, and attitude diversity. According to the previous research, these dimensions have proven to have a strong impact on employee performance than other dimensions Elsaid (2012)[6]; Zhuwao (2017)[7].This study focuses primarily on IT firms. It will undoubtedly have to address the issue of worker diversity and resolve those issues that are critical for the growth of such a large industry. Furthermore, workforce diversity has received insufficient attention in terms of investigating the variables that may influence employee performance (Childs Jr, 2005)[8]. There aren't enough studies that look at how age diversity, educational background diversity, religious diversity, work experience diversity, and employee attitude diversity affect employee performance. Furthermore, none of these studies were conducted in the IT companies of Udaipur, Rajasthan, despite the researchers' best search among local literature. As a result, this study seeks to validate the impact of workforce diversity on employee performance in Udaipur IT firms. It is hoped that this research will help develop awareness and practises about workforce diversity in order to improve employee satisfaction.

II. IT COMPANIES IN UDAIPUR

IT firms are important to society since every platform is going digital. Our Prime Minister Narendra Modi Ji is also striving for a Digital India. Udaipur is also becoming an IT centre with many software providers for computer professionals and digital platform builders. IT companies are benefiting from rising internet and mobile technology use. Internet and smartphone users have skyrocketed. Entrepreneurship is booming thanks to Prime Minister Narendra Modi. IT is the only solution to technological difficulties. With the extensive use of technology, IT companies gained clients and revenue.

IT Companies in Udaipur	Service offered
Advaiya	Project Portfolio Management, Modern Intranet, Tech Audience Management, Adaptive BI, Cloud Adoption
Elixir	Domain Name Registration, Website Hosting, Software Development, Website Designing and Development
3i planet	Web Design and Development, An E-Commerce Web Portal, Internet Marketing, SEO, SMM, SEM, SMO, PPC
Arcgate	Application Development and Maintenance, QA &Testing, And Mobile App Development for iOS, Windows, and Android, BPO Services
Obbserv	SMM, SEM, SEO, Mobile Marketing, Email Marketing, Mobile App Development, E-Commerce, and Software And Website Creation
Cognus	IP protection, cyber security against online threats, market research and planning for businesses, process outsourcing, web development, online marketing, data entry outsourcing, etc.

E Connect	E-government, E-business, IT Outsourcing, and System Integration.
Websenor Infotech	3D Graphics, Website and Software Development, Bulk SMS/Mailing Services, And E-Commerce Websites.
Aspire Techno Solutions	3D Graphics, Website and Software Development, Bulk SMS/Mailing Services, And E-Commerce Websites.
Baymediasoft	Mobile Applications and Designing, Web Development, Social Media Marketing, SEO Services, Traffic Analysis, Web Auditing, Web Maintenance, Logo Designing, and E-Commerce Portal.
Kan Software	Mobile App and Web Development, Social Media Marketing, SEO Services, Traffic Analysis, Web Auditing, Web Maintenance, Logo Design, And E-Commerce Portals.
Trio Corps	Web Design and Development, SEO, Digital Marketing, Mobile App Development, Content Writing, And Logo Design.
Regal Outsource	Web Development and Design, Software Development, and BPO/KPO. Web Solutions, Process Outsourcing.
Javonic Websoft	Software and Web Applications, Outsourcing Virtual Tele callers, Counsellors, Internet Marketing.
Yug Technology	E-Commerce, Website Design and Development, Mobile Application Development, Software Development, Internet Marketing, Email Marketing, Social Media Marketing, YouTube Marketing, And Other Local And Online Marketing Strategies.
Technetizens	Specialised SEO and Internet Marketing Services.
IFW web studio	SEO, SEM, SMO, PPC, Branding and Promotion for Online Businesses, Internet Marketing.

III. LITERATURE SURVEY

A review of literature in this chapter focuses only on those studies, which are directly or indirectly relevant to the problem being investigated in the present study. The main aim of the present study is to identify the impact of workforce diversity on employee performance with reference to IT companies of Udaipur, therefore the various review of literature related to problem are as follows:

Weiliang. (2011) [9] revealed the fact that Workforce diversity in terms of Gender, ethnicity, education positively affects the organizational performance. Gallego.et al. (2010)[10] conducted a survey and found out that organizations that showcased higher gender diversity, does not outperform organizations with lower levels of the same. So Gender diversity may not impact organizational performance. Kulik.et al.(2011)[11], states that there is a positive relationship between gender diversity and

organizational performance. Gupta, R.(2013)[12] states that different diversity factors have different linkage with organizational performance such as gender is positively or negatively related with performance. Age is negatively related with performance and culture is positively related to sales and productivity. Ehimare (2011)[13] mentions that gender and ethnicity diversity does not affect the overall performance of an individual or an organization whereas gender, age and ethnicity are actually correlated to each other. Ceren (2013)[14] discusses that Workforce diversity helps in building creativity & innovation in an organization or sector which is capital incentive. In labour and land intensive sectors, the impact of cultural diversity is not so apparent. Large firms benefit from culturally diverse groups. Koshy, P. (2010)[15] summarizes that Diversity in the form of multiculturalism will enhance the performance level of MSMEs. Moreno.et al. (2012)[16] conducted a survey of 321 executives and concluded that adverse workforce is a key driver to innovation. The respondents felt that they had made progress in Gender Diversity but there was not much difference in the areas like disability and age. Woodard. et al. (2005)[17] conducted a study wherein they compared organizations from USA and India. One of the things they found was that in Indian organizations there is a lot of gap between legal promise and actual implementation. They also quoted that there is a lot of unfavourable discrimination towards women in India. Finally they concluded that there has been an up-liftment of women in IT and education sector in India because of rise in literacy level and economic and social development of women. Kaufman.et al. (2015)[18] states that an organization can grow financially if their employees perform better as it can affect the colleagues also which makes positive growth. A literature evaluation on articles concerning training and development reports was done by Shakila P. (2014)[19]. This study outlined the significance, necessity, and relevance of the topical literature review. It has been determined that the most recent developments in human resource development ought to be taken into account when assessing how effective training initiatives are. According to this survey, training and development are crucial for employees continued professional growth.

Selvara.et al. (2015)[20] mentioned in his study that now-a-days each and every industry are finding to increase organizational performance, and to sort out for business problems include a diverse workforce is one of the unique solution. He further says that many industries are practiced diverse work force to enhance employees' performance including organizational performance. Alghazo.et al. (2016)[21] discusses how having a diverse workforce inside firms will teach workers to respect one another's differences and increase healthy competition among them. However, for this to happen, management needs to enhanced a diverse workplace culture.

Although literature contains various studies which talks about effects of various diversity on employee performance but lacks studies regarding the impacts of IT companies in Udaipur, (Rajasthan) context. Studies also lacks the information regarding what the measures should take by organization management to overcome this diversity issues, so the researcher try to fill this research gap.

IV. RESEARCH METHODOLOGY

The study methodology is qualitative. The primary will be used to finalize the research work. Primary data will be collected through questionnaire and interviews. For the purpose of primary data collection the following methodology will be used:

Study Area: Udaipur (Rajasthan), India is selected as study area. As Udaipur is the one city in the state of Rajasthan, India. The city is located in the southernmost part of Rajasthan, near the Gujarat border. It is surrounded by the Aravali Range. Udaipur is well connected with nearby cities and states by means of road, rail and air transportation facilities. Udaipur is also known for its historic forts and palaces, museums, galleries, natural locations and gardens, architectural temples, as well as traditional fairs, festivals and structures. It is also known as the Venice of the east.

Tool: Self-made Questionnaire will be prepared with the help of supervisor and subject experts. Questions will be on the base to find the impact on various dimensions.

Data collection: Primary data will collect through internet by survey site (like Surveymonkey.com or google form) and also with the help of printed questionnaire, which will be distributed to selected subjects. Data will be collect only on the responses of selected subjects.

Statistical Techniques: Descriptive statistical analysis is done to describe the data that we have for this present study. The information collected has been charted and offered as tables, charts and graphs. Statistical tools like percent and Chi-Square Test, 't' test and correlation were used to analyze the data obtained through SPSS.

Sample: Total 300 IT company's employees were selected as a subject. The following tables and graphs shows the characteristics of selected sample.

Age : Table 1 infers that among 300 of respondents 5.67% of respondents are in the age group of below 20 years followed by 21yr to 30yr (48.33%) and 31yr to 40yr(37.67%), 41yr to 50yr (6.33%), 51yr to 60yr (2.00%), and none of respondents are of more than 61yr age group

Table 1 : Age of Selected Respondents

Age Range	Frequency	Percentage
Below 20 years	17	5.67
21 years to 30 years	145	48.33
31 years to 40 years	113	37.67
41 years to 50 years	19	6.33
51 years to 60 years	6	2.00
Above 61 years	0	0.00
Total	300	100.00

Gender: Table 2 presents the characteristics of gender of respondents. Table 2 infers that among 300 of selected respondents of IT companies, 65.00% are male and 35.00% are of female.

Table 2 : Gender of Selected Respondents

Gender	Frequency	Percentage
Male	195	65.00
Female	105	35.00
Transit Gender	0	0.00
Total	300	100.00

Religious: Table 3 presents the characteristics of Religion of respondents. Table 3 infers that among 300 of respondents 82.33% of respondents are Hindu, 7.33% of respondents are Muslim, 2.33% are Sikh, 2.33% are Christian and 5.67% are from other communal.

Table 3 : Gender of Selected Respondents

Gender	Frequency	Percentage
Hindu	247	82.33
Muslim	22	7.33
Sikh	7	2.33
Christian	7	2.33
Others	17	5.67
Total	300	100.00

Caste Category: Table 4 presents the characteristics of Caste of respondents. Table 4 infers that among 300 of respondents 72.33% of respondents are belonging from general category, 13.00% of respondents are minors, 6.00% are from schedule caste, 3.33% are schedule tribes and 5.33% are from OBC category

Table 4 : Caste of Selected Respondents

Caste Category	Frequency	Percentage
General	217	72.33
Minor	39	13.00
SC	18	6.00
ST	10	3.33
OBC	16	5.33
Others	0	0.00
Total	300	100.00

Qualification (Educational): Table 5 presents the characteristics of educational qualification of respondents. Table 5 infers that among 300 of respondents 5.33% of respondents are qualified high school/diploma, 1.00% of

respondents are higher secondary, 42.67% are qualified their graduate degree, 19.67% are post graduate, 2.00% are more than post graduate, 17.00% of respondents have professional degree and 12.33% of respondents have complete technically certified courses.

Table 5: Qualification of Selected Respondents

Qualification	Frequency	Percentage
High School/Diploma	16	5.33
Higher Secondary	3	1.00
Graduate	128	42.67
Post Graduate	59	19.67
More Than PG	6	2.00
Other Professional Degree	51	17.00
Tech. Certified Course	37	12.33
Total	300	100.00

Total Work Experience: Table 6 presents the characteristics of total work experience of respondents. Table 6 infers that among 300 of respondents 10.33% of respondents are just fresher and have below one year work experience, 47.33% of respondents have one year to three years work experience, 21.67% of respondents have three years to five years work experience, 17.00% of respondents have five years to ten years work experience and 3.67% of respondents have more than ten years work experience.

Table 6 : Total Work Experience of Selected Respondents

Total Work Experience	Frequency	Percentage
Below 1 Year	31	10.33
1 Year to 3 Years	142	47.33
3 Years to 5 Years	65	21.67
5 Years to 10 Years	51	17.00
More than 10 Years	11	3.67
Total	300	100.00

Work Experience in Organization: Table 7 presents the characteristics of work experience in organization of Respondents. Table 7 infers that among 300 of respondents 22.33% of respondents have below one year work experience in their organization, 52.33% of respondents have one year to two years work experience in their organization, 23.00% of respondents have two years to four years work experience and 2.33% of respondents have four years to six years work experience in their organization.

Table 7: Work Experience in Organization of Selected Respondents

Work Experience in Organization	Frequency	Percentage
Below 1 Year	67	22.33
1 Year to 2 Years	157	52.33
2 Years to 4 Years	69	23.00
4 Years to 6 Years	7	2.33
More than 6 Years	0	0.00
Total	300	100.00

V. DATA ANALYSIS & INTERPRETATIONS

The data collected through the questionnaire are tabulated and analyzed to find out the opinions of the respondents. The demographic variables age, gender, religion, caste, qualification, total work experience and work experience in organization were selected and various diversities likewise age diversity, gender diversity, ethnic diversity, educational background diversity, religious diversity, workforce diversity and attitude diversity were selected and analyzed on employee performance. The score for various diversities was divided into two categories i.e. below average and above average calculated through mean. Interpretation was summarized and covers only the main part of analysis. Bar diagrams are given for pictorial presentation wherever it needed. The technique used for data collection was One-On-One Interviews by using self-made questionnaire prepared with the help of supervisor and subject experts. Individual responses thus obtained were then compiled, processed and analyzed to arrive at the opinion on various issues. For analysis purpose SPSS (23 version) was used.

Age Diversity: Table 8 presents the mean weightage of respondents with reference to age diversity. The table and the score of the total age diversity (4.39) reveals that regarding the statements for age diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for age diversity in organization.

Table 8: Mean Weightage of Respondents with reference to Age Diversity

Statement	Mean Weightage
Different age group persons working in my organization respects each other.	4.71
I am comfortable, working with my younger colleagues.	3.78
I feel that experienced old employee have better decision making than younger one.	4.29
There is no biasness regarding age for providing opportunity for training in our organization.	3.83
I feel that young employees are more expertise with tech tools utilization.	4.86
The expertise of young employees with high tech tool helps older employees to improve their knowledge on the latest technology.	4.58
Each age group has equal opportunity for increments and promotions.	4.36
I do not experience stress due to age diversity at my workplace.	4.68
Total Age Diversity	**4.39**

Gender Diversity: Table 9 presents the mean Weightage of Respondents with reference to Gender Diversity. The table and the score of the total gender diversity (4.28) reveals that regarding the statements for gender diversity respondents are in between agree and strongly agreed. It infers that

maximum respondents are agreed for gender diversity in organization.

Table 9: Mean Weightage of Respondents with reference to Gender Diversity

Statement	Mean Weightage
A balanced workforce of both sex offers the best solution for organization work issues.	3.79
Women is good listener and men tends to aggressive creates better team	4.24
Gender diverse team showed better problem solving and decision making skill in an organization.	3.91
Gender diverse team achieved targets due to good relationship and effective communication.	4.87
I did not experience stress due to gender diversity issues in my work place.	4.59
Total Gender diversity	4.28

Ethnic Diversity: Table 10 presents the mean weightage of respondents with reference to ethnic diversity. The table and the score of the total ethnic diversity (4.58) reveals that regarding the statements for ethnic diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for ethnic diversity in organization.

Table 10: Mean Weightage of Respondents with reference to Ethnic Diversity

Statement	Mean Weightage
Ethnic diverse teams are enable to find creative solution.	4.87
Ethnic diversity promotes healthy completion contributed to outstanding achievements.	4.62
The ethnic diversity did not affect the professional relationship within the team.	4.45
Ethnic diversity is not a criterion for seeking opportunity of growth and advancement in an organization.	4.71
I do not experience stress in last 12 months due to the ethnic diversity.	4.25
Total Ethnic Diversity	4.58

Educational Background Diversity: Table 11 presents the mean weightage of respondents with reference to educational background diversity. The table and the score of the total educational background diversity (4.56) reveals that regarding the statements for educational background diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for educational background diversity in organization

Table 11: Mean Weightage of Respondents with reference to Educational Background Diversity

Statement	Mean Weightage
Employees from different education background are treated fairly in the internal promotion process.	
Employees from different educational background are encouraged to apply for higher position accordingly.	4.50
Organization provides different training program for technical and non-technical employees.	4.73
Organization has carrier development programs for educational diverse employees.	4.73
I do not experience stress in last 12 months due to the educational diversity in organization.	4.26
Total Educational Background Diversity	4.56

Religious Diversity: Table 12 presents the mean weightage of respondents with reference to religious diversity. The table and the score of the total religious diversity (4.57) reveals that regarding the statements for religious diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for religious diversity in organization.

Table 12: Mean Weightage of Respondents with reference to Religious Diversity

Statement	Mean Weightage
Organization provides some of paid religious holidays.	4.63
Organizational provides time-off to employees for accomplish religious traditions or rituals.	4.50
Organization management takes action against serious religious issues between employees.	4.73
Some time religious diversity brings creative outcomes.	4.73
Some time religious diversity creates critical issues which needs unnecessary effort to solve.	4.26
Total Religious Diversity	4.57

Workforce Diversity: Table 13: presents the mean weightage of respondents with reference to workforce Diversity. The table and the score of the total workforce diversity (4.31) reveals that regarding the statements for workforce diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for workforce diversity in organization.

Table 13: Mean Weightage of Respondents with reference to Workforce Diversity

Statement	Mean Weightage
My colleague cooperates in solving problems.	3.79
I understand the work culture of my organization	4.29
My supervisor listen my innovative ideas.	4.00
I am free to take decision regarding my work in my organization.	4.86
Work culture of my organization is smooth and not complex.	4.64
My colleague and team believe in better outputs.	3.78

I am efficient to take decision and accountable for results.	4.27
I always kept our organization vision in my mind.	4.00
I feel that some of employees are not paying hundred percent efforts to their work.	4.85
In my organization some of e	4.63
Total Workforce Diversity	**4.31**

Attitude Diversity: Table 14 presents the mean weightage of respondents with reference to attitude Diversity. The table and the score of the total attitude diversity (4.33) reveals that regarding the statements for attitude diversity respondents are in between agree and strongly agreed. It infers that maximum respondents are agreed for attitude diversity in organization.

Table 14: Mean Weightage of Respondents with reference to Attitude Diversity

Statement	Mean Weightage
I have safe workplace.	3.82
I have all basic facilities in my organization.	4.31
My organization is eco-friendly.	4.08
I enjoy my duties and responsibilities.	4.86
I am allowed and encourage making decisions to solve problems regarding my work.	4.63
I am appreciated for work which I do.	3.79
My organization has high standards and ethics.	4.29
All employees have equal opportunity for further education.	4.06
I feel that some of employees are passing their duty time in gossips and uncreative work.	4.86
I feel that some of employees are not reliable to top management.	4.63
Total Attitude Diversity	**4.33**

VI. CORRELATION ANALYSIS

Table 15 presents the relationship between opinion of age diversity on employee performance.

Table 15: Relationship between Opinions of Age Diversity on Employee Performance

		Employee Performance
Age Diversity	Pearson Correlation	0.805
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between age diversity and employee performance is found 0.805 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that age diversity is positively associated with employee performance. It means as age diversity increases also employee performance will increases.

Table 16 presents the relationship between opinion of gender diversity on employee performance.

Table 16: Relationship between Opinions of Gender Diversity on Employee Performance

		Employee Performance
Gender Diversity	Pearson Correlation	0.761
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between gender diversity and employee performance is found 0.761 which is significant (p=0.000, p<0.01) at0.01 level. It infers that gender diversity is positively associated with employee performance. It means as gender diversity increases also employee performance will increases.

Table 17 presents the relationship between opinion of ethnic diversity on employee performance.

Table 17: Relationship between Opinions of Ethnic Diversity on Employee Performance

		Employee Performance
Ethnic Diversity	Pearson Correlation	0.959
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between ethnic diversity and employee performance is found 0.959 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that ethnic diversity is positively associated with employee performance. It means as ethnic diversity increases also employee performance will increases.

Table 18 presents the relationship between opinion of educational background diversity on employee performance.

Table 18: Relationship between Opinions of Educational Background Diversity on Employee Performance

		Employee Performance
Educational Background Diversity	Pearson Correlation	0.640
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between educational background diversity and employee performance is found 0.640 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that educational background diversity is positively associated with employee performance. It means as educational background diversity increases also employee performance will increases.

Table No. 19 presents the relationship between opinion of religious diversity on employee performance.

Table 19: Relationship between Opinions of Religious Diversity on Employee Performance

		Employee Performance
Religious Diversity	Pearson Correlation	0.613
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between religious diversity and employee performance is found 0.613 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that religious diversity is positively associated with employee performance. It means as religious diversity increases also employee performance will increases.

Table 20 presents the relationship between opinion of workforce diversity on employee performance.

Table 20: Relationship between Opinions of Workforce Diversity on Employee Performance

		Employee Performance
Workforce Diversity	Pearson Correlation	0.788
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between workforce diversity and employee performance is found 0.788 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that workforce diversity is positively associated with employee performance. It means as workforce diversity increases also employee performance will increases.

Table 21 presents the relationship between opinion of attitude diversity on employee performance.

Table 21: Relationship between Opinions of Attitude Diversity on Employee Performance

		Employee Performance
Attitude Diversity	Pearson Correlation	0.796
	Sig.(2-tailed)	0.000
	N	300
	Significance	(0.01)

As per above table the correlation score 'r' between attitude diversity and employee performance is found 0.796 which is significant (p=0.000, p<0.01) at 0.01 level. It infers that attitude diversity is positively associated with employee performance. It means as attitude diversity increases also employee performance will increases.

VII. LIMITATION OF STUDY

Some of following limitations are considered while research:
- The current investigation utilized quantitative information whereby it looked for the only data from 300 respondents having a place with Udaipur District(Rajasthan) region.
- The investigation utilized cross sectional elucidating research plan whereby respondents were reached once.
- The findings are based entirely upon the research conducted in Udaipur District (Rajasthan, India) and hence may not be acceptable directly to other areas on count of socio-cultural diversity and contextual factors.
- Such a survey needs to be undertaken periodically to gauge the exact IT companies' employee perceptions that they keep changing with time.
- The study can create various outcomes with longitudinal exploration plan and expanded example size.
- Besides limitations of time, cash and different assets can't be kept away from in such expressive investigations, which remained constant for the current investigation also.

VIII. CONCLUSION

Men power is the main assets of an organization since they are different and unique from one another. They come from many racial, ethnic, and religious backgrounds. They all strive toward the same organizational goal in the same direction despite having varied talents, knowledge, etc. All of them (many backgrounds, skills, and so on) lay the groundwork for workforce diversity. Because the employees are from various places, they seek a productive environment at work. They attempt to work in an environment where they are content, and it is the duty of an organization or business to provide a healthy environment and ensure that employees are content with their jobs. People are our assets are the catchphrase of any organization. This study focuses on one of the most significant and widespread issues that businesses are currently facing: adjusting to people who are different. The study examines how workers recognize workplace diversity and the potential impact that diversity may have on their job happiness. The aim of this study to identified the impact of various diversity on employee performance of IT companies of Udaipur. The study's research offers significant insight into the diversity management strategies being used by IT industry organizations. The survey unequivocally highlights the need for organizations to take action to manage diversity in order to maximize employee potential and gain a competitive edge. The current study focuses on employees perceptions of the relationship between workforce diversity and their performance in Indian IT businesses as gleaned from their personal experiences. The results showed that each of the all-workforce diversity factors—diversity in age, gender, ethnicity, religious, educational background, work experience diversity, and attitude diversity—had an impact on employee performance. For the management to effectively manage and utilize these various traits, all of these aspects of workforce diversity in the Indian setting play a significant impact in how well employees perform.Under that age diversity, gender

diversity, ethnic diversity, educational background diversity, religious diversity, work experience diversity, attitude diversity on the job were proved to have a positive and significant impact on employee performance. This research provided strong evidence to prove their impact.

IX. FUTURE SCOPE

- A diverse study area and large sample size can be taken for future study.
- More variables can be selected to analyze the results.
- Future research may be carried out at provincial level universities to understand the phenomena of diversity in the context of Indian culture and its possible effect on the performance of employees.
- This research was limited to one city and hence more studies should be conducted to focus on other sectors also. In addition, future researchers can focus on additional independent variables which could have a more significant impact on the variance of employee performance. Therefore, the study recommends future research to go deeper into this area. This study would serve as a guide for future research. Overall the study fulfills the research gap and opens a door to future scholars interested in this topic.

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