

## **A COMPARATIVE STUDY OF WORKFORCE DIVERSITY IN SERVICE AND MANUFACTURING SECTORS IN INDIA**

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### **ABSTRACT**

The workforce diversity mainly is to further the availability equal opportunities in the workplace in context to organizations in India. This equal opportunity philosophy is aimed at ensuring that organizations make the most out of the difference from a diverse workforce rather than losing talent which might assist the organization to be more efficient and effective. Diversity brings with it the heterogeneity that needs to be nurtured, cultivated and appreciated as means of increasing. This study reviews the definitions of diversity, diversity in organizations as well as various approaches by organizations towards diversity. This paper analyses & compares the different perspectives expressed by employees from service sector & manufacturing sector on Workforce diversity management & various diversity factors.

**KEYWORDS:** Workforce Diversity, Talent, Heterogeneity