Essay

[Name of the Writer]

[Name of the Institution]

Week 4 MBA 6103

**Introduction**

Job discrimination is a type of discrimination which is based on gender identity, sexual orientation, age, mental or physical disability, national origin, gender, race by employers at the workplace. Occupational differentiation or earning differentials are due to the responsibilities and qualifications of employees should not be confused with job discrimination. Discrimination involves unequal treatment with employees working in an organization due to any reason. During the selection and recruitment process these individuals, because of their visibility are treated differently and they face performance appraisal biases, negative treatment, receive low pay and fewer opportunities for modification. The organization may pay a cost of this discrimination in term of low organization, high turnover and poor job performance on the behalf of specific individuals and organization also face negative publicity. In the USA, lawsuits and the number of complaints show the evidence of discrimination, which is gradually increasing with time.

**Objective of the study**

The objective of the study is to investigate that which individual encounter discrimination during the process of hiring and it creates an impact on their employment expectations, while other potential factors controlling (e.g. dress, attraction, qualification, and ethnicity).  To contribute on discrimination small body of research, this study will contribute to increasing focus of discrimination in the broader definition at workplace because social and legal rules of the USA stop people from doing different treatment with specific individuals, discrimination of traditional form is not very common than other discrimination forms.

**Discussion and identification**

Discrimination affects the motivation of employee, productivity, turnover rate, and job satisfaction. Discrimination makes the employee feel hopeless, lack of interest in the responsibilities of the job or carrier advancement and creates swear anxiety which may directly affect the productivity (Wright, Henderson, Thornicroft, Sharac & McCrone, 2015). The employee who are discriminated due to their religious beliefs, gender, nationality or physical appearance stop contributing ideas in organizational matters and also feels low self-esteem. Their morale goes down, which may result in lack of motivation to complete deadlines, disregard other’s time and absenteeism. In the context of religion especially, there is a little existence of research on discrimination due to attire at the workplace. Studies of Weichselbaumer (2016) shows that 80 percent of Americans think that their part of lives is religion and according to the report of SHRM 64 percent Human Resource professionals are known by their spiritual diversity in their employees.

Nike has been suited by the former group of female employees and alleged that the company is systematically discriminated against women and raised a hostile work environment. The employer willfully and intentionally discriminated against women for promotions, pays and conditions of employment. Nike harshly judges the women as compared to men and gives fewer stock options, smaller bonuses and lower salaries. The HR was complained by the women about harassment and discrimination, the sexual assault, which was mishandled and ignored. The owner, senior managers, and executives are the leaders of the company they should create and promote a culture or environment which does not tolerate harassment and discrimination in the workplace. The strong policy should be developed by the employers against discrimination, which provides and define the rules and examples for discrimination at the workplace. The policy should have a clear process for employees to claim for harassment and discrimination.  The employer investigation process should be mentioned in the policy. The commitment of the employer should be mentioned in policy to conduct a thorough and immediate investigation and remedial actions of the employers. In 2017, Nike received ‘C’  rating on ‘Ethical fashion report’ which shows no improvement in ranking of 2016. In its supply chain there is low work empowerment initiatives, and poor improving wages.

**References**

Weichselbaumer, D. (2016). Employment Discrimination. *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies*, 1-3.

Wright, S., Henderson, C., Thornicroft, G., Sharac, J., & McCrone, P. (2015). Measuring the economic costs of discrimination experienced by people with mental health problems: development of the Costs of Discrimination Assessment (CODA). *Social psychiatry and psychiatric epidemiology*, *50*(5), 787-795.