



"WORKING TOGETHER: THE ROLE OF EMPLOYEES AND EMPLOYERS IN COMBATING PARTIALITY AND GROUPISM IN THE WORKPLACE"

Hospital Administration

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INTRODUCTION

Partiality and groupism are two common issues that can arise in the workplace. These problems can affect employee morale, productivity, and overall job satisfaction. In this article, we will explore the causes and effects of partiality and groupism in the workplace, and discuss strategies for preventing and addressing these issues.

Partiality, or favoritism, occurs when an employer or supervisor shows preferential treatment to certain employees. This can be based on personal relationships, social connections, or other factors unrelated to job performance. For example, a supervisor may consistently give easier tasks or more flexible schedules to employees who are friends or family members. This can create a sense of unfairness among other employees and lead to resentment and a lack of motivation.

Groupism, on the other hand, occurs when employees form cliques or alliances within the workplace. This can create a sense of exclusivity and make it difficult for new or different employees to integrate into the workplace culture. Groupism can also lead to gossip, rumors, and even bullying behavior, which can be harmful to the overall work environment.

Both partiality and groupism can have negative effects on the workplace. When employees feel that they are not being treated fairly, it can lead to a decrease in job satisfaction and motivation. This can in turn lead to decreased productivity and lower quality work. Additionally, when employees feel excluded or ostracized due to groupism, it can lead to a toxic work environment and high turnover rates.

Causes of Groupism and Partiality in the Workplace:

Similarity Bias:

People are naturally inclined to favor those who are similar to themselves, whether it be in terms of background, beliefs, or interests. This can lead to the formation of cliques and exclusion of those who are perceived as different.

Stereotyping:

Stereotyping involves making assumptions about individuals based on their membership in a particular group. This can lead to discrimination and prejudice in the workplace, and can also perpetuate stereotypes and bias.

Lack of Diversity:

A lack of diversity in the workplace can contribute to the formation of cliques and exclusionary behavior. When there is a lack of representation of certain groups, it can be difficult for individuals from those groups to feel included and valued in the workplace.

Precautions to Address Groupism and Partiality in the Workplace:

Promote Diversity:

Employers can take proactive steps to promote diversity in the workplace, such as implementing affirmative action programs and recruiting from diverse talent pools. This can help to create a more inclusive workplace culture and reduce the formation of cliques and exclusionary behavior.

Create Clear Policies:

Employers should create clear policies and procedures for

performance evaluation, promotions, and other aspects of the workplace. This can help to ensure that decisions are made based on objective criteria, rather than personal relationships or affiliations.

Encourage Open Communication:

Employers should encourage open communication in the workplace and provide opportunities for employees to voice their concerns and provide feedback. This can help to identify and address issues of groupism and partiality before they escalate.

Provide Training and Education:

Employers can provide training and education on diversity and inclusion, unconscious bias, and cultural competency. This can help to raise awareness of these issues and provide employees with the tools and knowledge they need to address them.

Lead by Example:

Employers should model appropriate behavior themselves and encourage other employees to do the same. This can help to create a workplace culture that values fairness, respect, and inclusivity.

Available legal protection

Legal protection against partiality and groupism in the workplace varies depending on the jurisdiction and the specific circumstances of each case. However, there are several laws and regulations that provide protection against discrimination and harassment, which can help to address these issues.

In the United States, the Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that prohibit employment discrimination. These laws include Title VII of the Civil Rights Act, which prohibits discrimination based on race, color, religion, sex, or national origin; the Age Discrimination in Employment Act, which prohibits discrimination against employees who are 40 years or older; and the Americans with Disabilities Act, which prohibits discrimination against employees with disabilities.

In addition to federal laws, many states and local jurisdictions have their own anti-discrimination laws that provide additional protections. For example, California has the Fair Employment and Housing Act, which prohibits discrimination based on race, color, religion, sex, national origin, age, disability, and other protected categories.

Employers who engage in partiality or groupism may also be in violation of company policies or collective bargaining agreements. Employees who feel that they have been subjected to discrimination or harassment can file a complaint with their employer's human resources department or with a government agency such as the EEOC. Complaints can also be filed with labor unions or employee organizations.

In some cases, employees may also have legal recourse through civil lawsuits. If an employee can demonstrate that they have been subjected to discrimination or harassment, they may be entitled to damages, including lost wages, emotional distress, and punitive damages.

It is important to note that employees who have been subjected to partiality or groupism in the workplace should seek the advice of an attorney who specializes in employment law. An experienced attorney

can help employees to understand their legal rights and options, and can provide guidance on how to pursue a claim.

So, what can employers do to prevent and address partiality and groupism in the workplace?

One strategy is to implement clear policies and procedures for performance evaluation and promotions. By setting objective criteria for job performance and promotion, employers can ensure that all employees are evaluated fairly and based on merit. Additionally, employers should provide training and education on diversity and inclusion, so that all employees understand the importance of treating each other with respect and professionalism.

Employers should also encourage open communication and feedback between employees and supervisors. This can help to identify any issues with partiality or groupism early on, before they escalate into more serious problems. Employers should also be willing to listen to employee concerns and take action to address them. For example, if an employee raises concerns about favoritism, the employer should investigate the issue and take appropriate action to ensure that all employees are treated fairly.

In addition to these strategies, employers can also promote a culture of teamwork and collaboration in the workplace. By encouraging employees to work together and build relationships across different departments and teams, employers can help to break down barriers and prevent groupism from forming. This can also help to foster a sense of camaraderie and shared purpose among employees, which can lead to increased job satisfaction and productivity.

Finally, it is important for employers to lead by example when it comes to fairness and inclusivity in the workplace. Employers should strive to treat all employees with respect and professionalism, and avoid showing favoritism or engaging in groupism themselves. By modeling these behaviors, employers can help to create a culture of fairness and inclusivity that benefits everyone in the workplace.

How to raise voice against groupism and partiality?

Raising your voice against groupism and partiality in the workplace can be difficult, but it's an important step in creating a more inclusive and equitable workplace environment. Here are some steps you can take to raise your voice:

Document the Issue:

If you are experiencing or witnessing groupism and partiality, it's important to document the issue. Keep a record of specific incidents, including dates, times, and any witnesses.

Report the Issue:

Report the issue to a supervisor, HR representative, or another appropriate authority figure. Make sure to provide specific examples and any documentation you have.

Seek Support:

Seek support from others who may have experienced similar issues. This can help to provide you with emotional support and can also help to show that the issue is not isolated.

Escalate the Issue:

If the issue is not addressed, consider escalating the issue to a higher authority or filing a formal complaint. Many companies have policies and procedures for reporting and addressing workplace discrimination and harassment.

Take Legal Action:

If necessary, consider taking legal action. Depending on the severity of the issue, you may want to consult with a lawyer or file a complaint with the Equal Employment Opportunity Commission or a similar organization.

Remember, it's important to stay calm and professional when raising your voice against groupism and partiality in the workplace. Be clear and specific about the issue, and focus on the impact it has on the workplace environment and the organization's goals. By speaking up, you can help to create a more inclusive and equitable workplace for yourself and your colleagues.

CONCLUSION

Groupism and partiality in the workplace can have a negative impact

on individuals and organizations. It can create a toxic work environment, leading to decreased productivity, morale, and job satisfaction. To address these issues, employers can take proactive steps such as promoting diversity, creating clear policies, encouraging open communication, providing training and education, and leading by example. It's also important for employees to speak up and raise their voices against groupism and partiality, documenting and reporting incidents and seeking support when necessary. By working together, we can create a more inclusive and equitable workplace environment that benefits everyone.

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