

A study of

Gender Diversity and Automation

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Both male and female gender employees ; at work place ; complement each other. Every individual is having different preferences; traits; style[s] ; aspiration[s] about life and work life. This person brings along with him; all these at work place. Undoubtedly and unquestionably – this assists in maintaining harmony. It catalyses the sum total of organizational success. When asked how they feel; the female gender employees ; by and large are inferred as expressive ; open minded and air their feelings. Whereas ; it is stated that; male gender employees prefer to keep the cards – closest to their heart.

Female employees are perceived as emotional and sensitive to a greater degree. Most of the time ; men are compartmentalized as more logical ; more practical; specific to the task focused and straight to the point[may be with a narrowed vision] . However this is a more general statement by the concerned people ; in this field.

Women are generally considered as persistently persuasive. Management desires that their employees must be connected; engaged ; committed. To fulfill this aim ; the gender diversity needs to be understood in the proper perspective.

In the modern society when women walk ; shoulder to shoulder with men [equal rights to both the gender] Both male and female employees ; at work place ; complement each other. Every individual is different in their preferences , traits, styles, aspirations, about life, their leadership qualities, way of communication, assertiveness , back ground culture, economic condition, demography [rural /urban / rur- ban] education , This person brings the mix of of these things at the work place. This assists in maintaining the harmony at the shop floor / office / working platform. It catalyses to the sum total of organizational success. The writer attempted to interact with the group composing male and female employees and asked them ‘ how do they feel? ‘ It is noticed ; by and large ; female employees are significantly expressive; open minded and air their feelings emphatically and comprehensively. Whereas it is stated that male gender respondents were less speaking and conservative while communicating. Female employees are perceived as emotional and sensitive to a noticeably greater extent. Some people stated that - they are more practical. Management desires that their people should be connected.- engaged – committed to the cause. To fulfill the objective ; the concept of gender diversity needs to be understood in the proper perspective and in the appropriate illumination. {2}

In the present era ; when female walk ; in all walks of life ; shoulder to shoulder ; with men [also there are equal rights / opportunities to both the gender]`--- be it home making ; housework, parenting ;networking ; learning ; practicing what you learnt ; earning However at times ; women thrust their ‘say’. They are liberated. Are having the freedom to realize their dreams. / aspirations .

Different organizations follow different rules ; distinct practices and diverse policies as well as dissimilar plans. That is why - the ratio of male and female employees is poles apart ; as industry changes. Maintaining an equilibrium ; about gender ratio ; is having wider scope. This choice and range relates to opportunity to participate in decision making, Vent out feelings, articulate judgment . Gender diversity ratio is affecting the climate and environment of an organization This is nothing but work culture. Employees are required to be sensible and sensitive and receptive to different identities , distinct ideologies , indiscrimination , sentiments, gender preferences, mindset, perception , diversification , opinion , judgment etc. etc.

The ‘Y’ and Z,

AUTOMATION

Machine is a catalyzing tool in the process of operation, manufacturing and rendering services . The vital declaration in business , commerce, trade is ‘ SMART’ [a great deal and to a large extent than the ‘ acronym’ - - specific ; measurable ; attainable ; responsive furthermore time bound.] mechanism, equipments , machines are unhurriedly and steadily advancing in a refined way to a position of ‘ smarter ‘ from ‘ smart ‘ pose and arrangement . One question that strikes ; is ; why there is creation of jobs in India ? Mr. Sanjay Ahluwalia [Business Standard - news paper ; 22 /23 rd October 2016 – under ‘ books & trades ‘ vindicated that computers could be coming after your job and machines are very smart and becoming smarter. So ignoring them or trying to competing against them – is a zero sum game. The machine will win. Dirty ; dangerous physically demanding and highly structured jobs like those on Industrial line have been doomed since 1990. The US lost more jobs due to automation at home than outsourcing to India. The proportion of ‘ knowledge workers’; highly educated professionals who comprises 25 % to 30% of the work force in advanced countries will get flooded out via automation by 2040. Augmentation is more than merely complementary or co existing with collaborating with automation and artificial intelligence to sharpen skills in areas where humans are more competitive. .

Take apart your jobs in to two components ----- structured tasks that can be codified or tasks that can not or at least not just yet. Focus on changing the latter. The former will be automated. .

You have options to adopt the future. Step in ; by learning how machines can afford your “ do it” or “ do – do” or reutilized work --- thereby freeing up space ; for your care of human skills. This presents the largest opportunity to partner machines – made or help improve them. [3]

You could also step forward by acquiring highly specialized quant skills – engineering skill [coupled with knowledge] and coding expertise needed to create newer and better machines. But the skill requirement [s] would be of a very high level with the need for continuous up gradation

Step up options. Involve honing the expertise to take unstructured decisions by integrating information from multiple resources

Others may prefer to ‘ step aside ‘ or take up jobs that machines can not do. i.e. explaining in plain language .

“Stepping Narrow” is the next option. These are the jobs so specialized and so restricted ----- such as dealing with language[s] -- -- that they lack the scale required to make automation efficient.

----- To cope up with the rise of Artificial Intelligence ; Government need to re orient education. The focus science ; technology and quant skill[s] is good for those who step in up or forward . But one of the workers would will be ‘ stepping aside ‘ or ‘ stepping narrowly’ As on this date ; educational policy ; does little to encourage these skills.

Excerpts of experts as coined in ‘ Five ways to be productive --- on the bench ‘ [page 10 of The Economic Times ‘ Dt. 25 October 2016 ; indicates that : employees benched on the projects are to be active and demonstrate that ; even though ; they are not currently on the project ; they are using their time productively to stay updated; stay on top of new trends and technologies through constant rescaling ; re skilling and training. Second step is find opportunities Third step is contribute actively Next thing is thinking differently

One may look at systems – that are not working to their utmost capacity and devise solutions . Next step is seek the support.

In short ; unceasing efforts are required [irrespective of gender] to learn – unlearn – relearn. In Sandhyanand news paper ; it is mentioned that research shows that female gender employees can work more hours per work than men.

References

News papers :

The Economic Times

Business Standard.

Sandhyanand

Sakal.

