

CEO Congress

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Chair: Assistant Professor Melde Almeida & Dr. Hacı Ahmet Çakır

Presenting Irma M Nawangwulan

Paper **Diversity on Productivity: Anything for Efficiency & Effectiveness?**

Slide 1: Title Slide

DIVERSITY ON PRODUCTIVITY: ANYTHING FOR EFFICIENCY & EFFECTIVENESS?
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Slide 2: Introduction

- Organizational goals are often the focus of efficiency and effectiveness.
- The higher levels on efficiency and effectiveness lead to higher bottom-line.
- Organizations can have more optimal settings and decisions.
- Higher retained earnings means that firms developed stronger brands.
- This paper set the organizational under values.
- Decisions rarely are rational. Employees are loyal.
- Employee loyalty creates productivity.

Slide 3: Literature Review

Diagram showing relationships between Diversity, Quality of HR, Loyalty, and Productivity. Diversity includes Age, Gender, Ethnicity, Blood Type, Marital Status, Experience, Education, and Residence. Quality of HR includes Knowledge, Skills, and Ability. Loyalty includes Commitment, Responsibility, Dedication, and Integrity. Productivity includes Efficiency and Effectiveness.

Slide 4: Methodology

- This study relied on the previous research and assumptions.
- Online questionnaire distributed in social media and direct email, a total of 200 responses in the QCA are included in this study.
- Kind of Sample Size Calculation:
 - 200 total samples
 - 10% error
 - 95% confidence
- The sampling method used **purposive sampling** was used to start establishing connection with the Indonesian expatriates.
 - Non-rolling sampling**

Slide 5: Questionnaire Details

Questionnaire	Details	Notes	No. of Respondents
Sampling - Cluster	Region	Midland	
	All respondents	Midland	
	How	Direct	
	Questionnaire	Through Email	
Total Samples			

Slide 6: Path Diagram

Diagram showing relationships between Diversity, Quality of HR, and Loyalty. Diversity (0.61) is influenced by Age (0.12), Gender (0.11), Ethnicity (-0.10), Blood Type (0.14), Marital Status (0.09), Experience (0.09), Education (0.09), and Residence (0.09). Quality of HR (0.77) is influenced by Knowledge (0.58) and Skills (0.34). Loyalty (0.78) is influenced by Quality of HR (0.77) and Ability (0.76). Loyalty also influences Productivity (0.78).

Slide 7: Conclusion and Recommendations

The role of employee diversity leads a vital role in pushing forward the quality of HR, employee loyalty and productivity.

- The sets of theories are providing the relationships among the variables.
- The positive relationships and impact.
- The statistical test analysis and statistical review cannot to suggest the above evidence.
- Future studies:
 - more potential organizations to expand
 - more focus into particular variables
 - the negative employment process of the national process of quality
 - the greater levels involving diversity

