

HIRING BIAS AND HR INTERVENTIONS WITH REFERENCE TO BANK OF BARODA

^{#1}**CHEGURI RAKESH**, *Dept of MBA*,

^{#2}**Mr. K. SRINIVASA RAO**, *Associate Professor, Dept of MBA*,

Mother Teresa Institute of Science and Technology, Sathupally, Khammam.

ABSTRACT: This inquiry seeks to investigate how hiring prejudice affects diversity at Bank of Baroda and what HR has done to remedy it. Geographic, age, gender, and socioeconomic prejudices were assessed to identify their impact on career chances. Blind recruiting, VR screening tools, and bias awareness workshops are used by specialists to assess HR prejudice. Data-driven institutional frameworks and policies promote diversity, impartiality, leadership, and company culture. The findings show that focused interventions eliminate bias, boost morale, satisfy customers, and inspire creativity. All of these characteristics create a more varied and innovative staff.

Keywords: *Hiring Bias, Workforce Diversity, Bank of Baroda, HR Practices, Recruitment Bias, Age Discrimination, Gender Bias*

1. INTRODUCTION

Organizations should consider workplace discrimination while hiring. Personal preferences, assumptions, and prejudices affect hiring. Preconceived views are easier to spot than intentional bias. Discriminatory hiring practices limit minority advancement and inhibit workplace speech.

Biased people shouldn't hold many jobs. Managers' bias against applicants based on gender, race, age, or education may lead to underrepresented teams. Without various perspectives, we cannot innovate, create, or change. The industry's decline has made it difficult for the corporation to compete in fast-changing industries. Business procedures and moral thinking benefit from variety.

Systematic methods must be used to reduce recruiting bias. Unconscious bias can be eliminated with thorough examination, diversity training, and confidential hiring. These tips let hiring managers focus on candidates' talents and expertise rather than their personalities. Organizations must remember that even the most altruistic people may subconsciously choose colleagues who share their ideals. Specific actions must be taken to change these behaviors.

Human resources duties are crucial. These strategic efforts aim to boost productivity and integrate HRM with corporate goals. Employee involvement initiatives and performance management system improvements can improve workplace justice, cooperation, and inspiration. Human resources is to combat xenophobia and create a friendly workplace to help firms grow and ensure employees achieve excellent results.



2. TYPES OF HIRING BIAS



Affinity Bias

Interviewers favor applicants with similar interests, experiences, and backgrounds, known as affinity bias. Similarity or connection prejudice is the same.

Confirmation Bias

Interviewers want comments that confirm their predetermined beliefs, which is called confirmation bias. Confirmation bias exists here. If the interviewer thinks the candidate is smart and went to a good school, they may miss their flaws.

Halo Effect

The "halo effect" occurs when a candidate receives an excessively high score for their favorable traits. A person's excellent communication skills may make the interviewer think they have other capabilities.

Horns Effect

Disable the siren and light effects. One bad trait determines the candidate's score. A poor response to a job interview's first question may foreshadow poor performance in subsequent areas.

Attribution Bias

Interviewers may attribute low-income candidates' success to luck rather than skill. This is called "attribution bias." After a little setback, the athlete may appear worse off than they are. To reduce attribution bias, thoroughly investigate each candidate's background and accomplishments.

Gender Bias

Gender discrimination in the workplace takes many forms. Avoid prejudices and gender bias while assessing a candidate's qualifications.

Racial and Ethnic Bias

Racial or ethnic bias is judging a candidate based on their culture or race. Racism can take various forms, from overt prejudice to believing someone acts or looks a certain way based on racial stereotypes.

Age Bias

Age discrimination is hiring based on age rather than qualifications. Older people may have less range of motion than younger people, and vice versa.

Conformity Bias

Conformity bias affects managers' hiring. If most recruiters agree, application concerns can be ignored. To protect employee privacy, this organization may hire unqualified candidates.

Stereotyping

Using race, gender, age, or other qualities to stereotype others is stereotyping. Identifying eligible applicants is harder due to these prejudices.

3. LITERATURE SURVEY

Dr. N. Consul (2021) Dr. N. Consul (2021) tested how mental biases affect hiring and job descriptions. Thus, HR is more important in fighting bias. This paper uses social cognition theory to examine how affinity, confirmation, and halo biases harm women and minorities. Lack of diversity training? Try competency-based evaluations, structured interviews, and anonymous resume screening.

Dr. I. Bergelson (2022) Dr. I. Bergelson researched structured interviewing strategies to eliminate prejudice and increase prediction accuracy in 2022. Calibration meetings, methodical interviews, and standard grading rubrics are examined. 67 international organizations provided data for this analysis. Due to their consistency, open interviews benefit candidates and respondents. Bergelson has a five-pronged HR strategy.

Dr. Harini Bhattacharya (2023) In 2023, Dr. Harini Bhattacharya investigated whether diversity-focused hiring methods boost employee engagement and digital transition. Equity-centered recruitment, inclusive leadership, and diversity initiatives are effective HR transformation strategies. People from different nationalities, genders, and ages worked together to be more creative, solve problems faster, and perform better. All of these skills are needed for digital speed.

Dr. Zhisheng Chen (2023) Dr. Zhisheng Chen (2023) examined AI's possible impact on workplace morals. This shows how computer programs can increase biases. We found three prejudice-causing elements in 78 research studies and 30 case studies. This required gathering evidence, teaching the model, and drawing conclusions. Governance frameworks, equity assessments, and inclusive design may help HR reduce prejudice in algorithms. Chen claims that algorithms are prejudiced because they mirror their developers' views.

Dr. Kate Weisshaar (2024) In 2024, Dr. Kate Weisshaar found bias in employment practices at all levels, despite the importance of diversity. A detailed review of 35,000 resumes shows that women are more likely to hold high-profile professions, consistent with public opinion. White men still outnumber women in mid-level positions. This matches the inquiry. The paper calls this "performative diversity," when businesses "diversify" at the top yet maintain internal barriers at the bottom. Variety has two forms. For convenience, HR offers equity dashboards, role-specific diversity KPIs, and private screening.

Dr. Edwin Osayande Edo-Osagie & Dr. Jones Oghenemega Ejechi (2025) Edo-Osagie and Ejechi Medical professionals. In their 2025 paper, Edwin Osayande Edo-Osagie and Jones Oghenemega Ejechi examine how a company's location affects its diversity recruitment. Thus, HR is now seen as a way to reform the system rather than enforce legislation. Innovative recruitment techniques may fail due to centralized power, services, and organizational structures, according to research.



4. HR INTERVENTION FOR ENHANCED ORGANIZATIONAL DEVELOPMENT

Assessing Needs and Identifying Opportunities

Organizations must assess their needs and identify challenges to adopt HR initiatives. The current staff's engagement, contentment, competence, and development must be assessed. Human resources specialists must identify issues before offering customized solutions.

Collaboration for Success

Human resources strategies depend on various teams working together. This organization includes managers, leaders, employees, and HR staff. By involving stakeholders early, businesses may ensure their plans meet their needs. Collaboration makes people more devoted to and adept at monitoring the company's growing goals.

Managing Change with Adroitness

Effective HR systems require change management. Companies should recognize that employees may be apprehensive to change and seek ways to help them. It's crucial to keep communication open, give employees the tools they need to manage their work, and give them chances to solve difficulties to manage change during an intervention.

Measuring Effectiveness

A company's HR plan must be assessed. When assessing a project, worker happiness, productivity, loyalty, and success must be considered. Human resources experts may help people and make better decisions with data and comments.

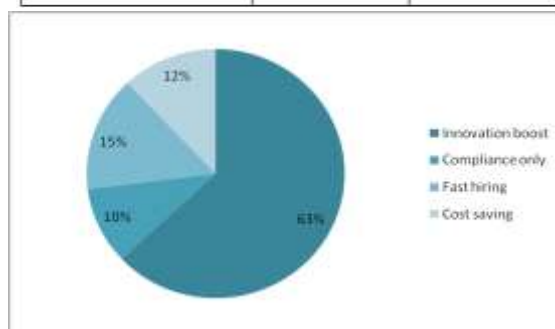
Showcasing Success Stories

After analyzing successful case studies, organizations may create and distribute development plans. Companies that invest in HR R&D to boost engagement, growth, and adapt can offer the best solutions.

5. RESULTS

1. Why does Bank of Baroda's long-term HR strategy rely on diversity hiring?

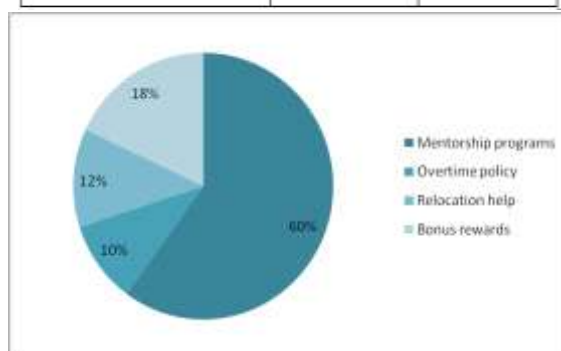
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Innovation boost	63	63%
2	Compliance only	10	10%
3	Fast hiring	15	15%
4	Cost saving	12	12%
TOTAL		100	100%



INTERPRETATION: The main interpretive benefit was increased creativity, according to 63% of respondents. This illustrates the universal drive to improve. Although 12% of the gain comes from lower prices and 15% from faster job growth, it is minimal. Only 10% thought following the rules was crucial. Most respondents valued creativity more.

2. How does Bank of Baroda's HR department reduce upper-level management gender disparity?

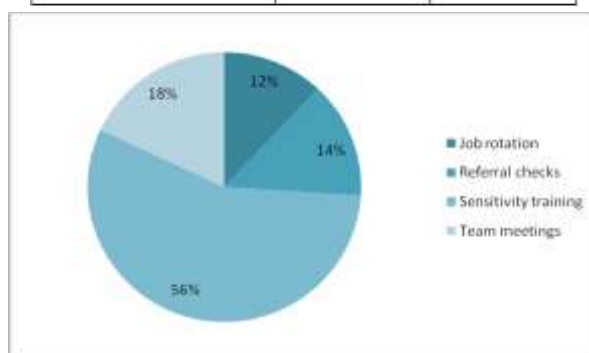
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Mentorship programs	60	60%
2	Overtime policy	10	10%
3	Relocation help	12	12%
4	Bonus rewards	18	18%
TOTAL		100	100%



INTERPRETATION: Training programs are the most important step, according to 60% of paper respondents. Information and assistance for personnel are essential. Bonuses make up 18% of remuneration, showing how much people value money. Moving assistance (12%) and overtime (10%) are neglected, leading in poor logistics and scheduling.

3. How does Bank of Baroda HR help applicants and interviewers overcome unconscious bias?

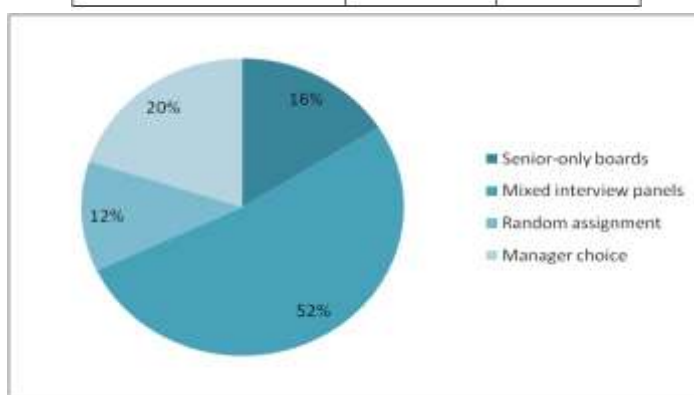
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Job rotation	12	12%
2	Referral checks	14	14%
3	Sensitivity training	56	56%
4	Team meetings	18	18%
TOTAL		100	100%



INTERPRETATION: The authors found that 56% of participants agreed that sensitivity training is essential for creating a workplace where people can tolerate and embrace each other. Team interactions improve communication and teamwork, as 18% of respondents agreed. Cultural and behavioral training is more important than legal compliance as job rotation (12%) and request evaluations (14%), are rare.

4. What steps has Bank of Baroda taken to diversify its workforce?

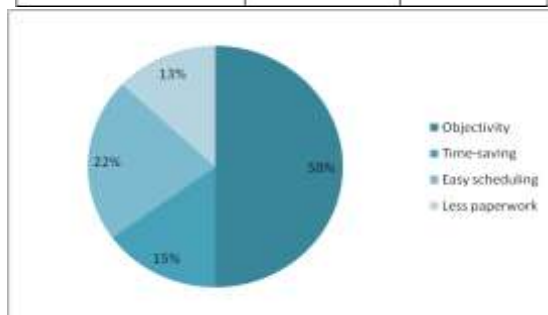
S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Senior-only boards	16	16%
2	Mixed interview panels	52	52%
3	Random assignment	12	12%
4	Manager choice	20	20%
TOTAL		100	100%



INTERPRETATION: 52% of respondents support mixed survey groups. This shows a propensity for talent-based hiring and evaluation. Management selection placed second with 20% of the vote, demonstrating that many people trust their judgment. Seniors make up 16% of groups, while 12% are accidental. This means open and inclusive methods outnumber rank or fate-based ones.

5. Why does Bank of Baroda prefer formal, planned interviews over unstructured ones when hiring?

S.NO	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Objectivity	50	50%
2	Time-saving	15	15%
3	Easy scheduling	22	22%
4	Less paperwork	13	13%
TOTAL		100	100%



INTERPRETATION: Half of the paper respondents favor neutrality, indicating that many want fair and truthful outcomes. With 22%, the most efficient design was second, showing that it must be efficient and beneficial. Documentation reduction and time savings were not even mentioned by 15% of respondents. This shows that respondents valued honesty and impartiality over employee convenience.

6. CONCLUSION

Biased recruiting makes it harder to find creative, bright people from varied backgrounds. Rules alone won't fix this. Human resources professionals must continue to impact thought and behavior. Blind recruiting, diversity training, and structured interviews can help HR reduce unconscious bias and make merit-based selections. Data-driven tools, accountability, and mutual understanding initiatives may make hiring more equal. These strategies may help the organization hire and keep a diverse and smart workforce. Along with regular reviews and open communication, this may boost productivity.

REFERENCES

1. Verena Tiefenbeck, Martin Matzner, and Sven Laumer. "The Effects of Information and Incentive Interventions on the Adoption of Algorithms in Human Resources: An Experimental Paper." 2025.
2. Mann, Sakshi, and Shikha Mann. "Strategic HR Interventions for Gender Equity." 2025.
3. Zaker, Ul Oman, Siddiqua Ayesha, and Noorain Ruqia. "Artificial Intelligence and its ability to reduce recruitment bias." 2024
4. Sirgy, M. Joseph, and Dong-Jin Lee. Work-Life Balance: HR Training for Employee Personal Interventions. Cambridge University Press, 2023.
5. Evans, Thomas R. "Workplace Stress Interventions." In The Evidence Behind HR. Routledge, 2022.