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### Implementation of Benchmarks for Gender Equality

The report provides steps to undertake during benchmarking in Exemplar Company by Cummins Inc. on how to implement gender equality in the organization. Benchmarking is a process for performance measurement on a company's issue, product, or services (Von Eiff 225). The aim of the benchmarking is to develop strategies that will help to implement gender equality in Cummins Inc. The company needs to restructure its operational system, including Human resource management (HRM), to introduce policies on the hiring process to promote gender equality in the organization. Auditing entails analyzing structures, policies, and regulations put in place in the organization to ensure that it can achieve gender equality as enshrined in global policies.

#### **Step for implementation**

- i. Determination of process to be benchmarked

Cummins need to find basic criteria they need to take into consideration to ensure the organization achieves its gender equality. It has to analyze strategies and policies they established to ensure that they achieve maximum business operations. The company needs to consider something that has certain aims achieved in each department of Exemplar Company in terms of gender equality. It has to define how the company has set up goals and objectives in enhancing performance in the organization (Nøhr 87). It is critical since it evaluates how the

organization implements policies in the organization for business success. Find out reasons for gender equality and strategies put in place to ensure the achievement of such a process.

Cummins need to evaluate the level of required change to adopt gender equality to enhance performance in the organization. Are there any approaches perfect for implementation of gender equality through affirmative actions in Exemplar Company? The analysis of this information indicates that management needs to develop an appropriate mechanism to ensure a high level of business operations.

- ii. Determine the organization to be benchmarked

Exemplar Company is the company to be benched in this organization. The analysis of Exemplar should have a higher performance value attributed to it in terms of gender equality. The audit of the firm must have key performance indicators for (KPIs) for gender equality. The company selected to have a higher attribute provides an example for emulation. The policies and mechanisms employed in the company will enable the organization to ensure that all measures are aligned to the organizational procedure.

- iii. Cummins Inc. needs to gather all information that can help it develop gender equality. After gathering, it needs to carry out analysis to determine future trends and reveal the results.
- iv. It has to achieve consensus on how results will be done, then establish action plans and implement the recommendations obtain.

The evaluation of the data gathered on approaches which the company can put in place to enhance performance is to ensure all measures organization develop a strategic action plan that will see management helps to achieve this noble goal in the organization. The management of

Cummins has a responsibility to ensure that appropriate actions are taken for better performance in the organization.

### **Implementation plan of data gathered on gender equity**

Maria Adamson provides an analogy which the company focuses on to implement gender equity in the organization (Adamson). It should carry out a reassessment of the job requirement for the senior leadership team. Under this category, Cummins needs to consider barriers that prevent hiring of women in a senior position in the organization. They need to understand that women have the same capabilities as men, and reduce requirements for them, such as the working experience of more than 15 years. The analysis of information indicates that management should be considerate in their actions so that all processes are aligned to the objective of gender equality in the organization.

It should consider expanding applicant's pool: It is a strategic approach which the company can consider to ensure that they reach out to women who are of different professions such as engineering and finance, to employ them in the organization.

In addition, the company needs to avoid biases on a particular gender. Biasness arises at the point where the organization needs to determine strategies that can enhance better service delivery. It is a strategic approach that aims to maintain fairness and just in recruitment.

Besides, Cummins Inc. can rethink its interview process. Under process, the same questions should be asked potential candidates, and the selection team needs to have equality in gender during the interviewing process. It is ideological for a company to have a mechanism that proposes measures that will enhance a fair view on the performance of the candidate in service. The interviewing process should be conducted within a specified period and needs. The bench should desist in corrupt deals and select employees based on their performance and skills. All



employees should be given the same to access the opportunity. Under this circumstance, the organization ensures that it has set aside policies and measure that ensure all process is done appropriately for the benefit of the entire organization.

Cummins Inc. needs to minimize the gender pay gap: It is a strategy to ensure that no gender is preferred in the process of salary allocation and should give the same opportunity for them to ensure proper service delivery. The gender gap minimizes cases of discrimination in the organization and ensures that all procedures are done according to laid down procedures. Employers need to avoid cases of employees' harassment at the workplace since it reduces the motivation of employees to work harder. There are different forms of harassment, such as sexual assault and physical molestation. Those approaches can affect the general performance of the organization to ensure all mechanisms are done according to laid down procedures.

The company can use vacant board seats in the organization to address gender imbalance. It is a strategy which ensures that employees in the organization balance equations in the process to ensure that mechanism are done according to the laid down procedure. The organization needs to use a fair evaluation process in the organization. It is critical since it reduces grumbling among employees due to unfair treatment. The organization needs to set strategies that ensure to balance work/life.

In conclusion, analysis of strategies the company can undertake to promote gender equality in the organization. The strategies are critical since they ensure that all mechanisms are implemented appropriately. Management in the organization plays a crucial role in gender equality. They can help to reduce the gender pay gap and eliminate harassment in the organization. The analysis of the information indicates all procedures are done according to laid down policies.

## Works Cited

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