

Towards an Inclusion Framework for Strategic Hiring

Zyriel James G. Alfaro, Ph.D.

<http://orcid.org./:0009-0003-2247-8443>

zyrieljames.alfaro@gmail.com

Philippine Christian University

Manila, Philippines

Abstract

Diversity, equity, and inclusion (DEI) have become a critical issue in today's globalized and diverse workforce. The purpose of this study is to explore and analyze the best practices and implementation strategies of a strategic hiring approach that advances DEI in hiring, offering insights that can be applied across a range of industries and sectors, ultimately contributing to a more equitable and inclusive workforce. This study aims to provide a comprehensive review of the literature on DEI and strategic hiring practices, identify the key factors that facilitate the successful implementation of DEI practices in strategic hiring, as well as the common barriers that hinder success. The research instrument included semi-structured interviews, surveys with Likert scale ratings, and document analysis to gather qualitative and quantitative data. The sample consisted of HR managers, recruiters, and hiring managers from the Business Process Outsourcing (BPO) industry, with a sample size of 25 participants selected through purposive sampling. The study incorporated an exploratory, descriptive, and interpretive research design to explore the best practices and implement strategies of strategic hiring for DEI. The results indicate that organizations can adopt strategies that promote DEI through strategic hiring. By identifying and highlighting these best practices, this study can help organizations create more diverse, equitable, and inclusive workplaces, which can lead to numerous benefits for employees, customers, and society as a whole.

Keywords: Diversity, Equity and Inclusion (DEI), Diverse Workforce, Inclusive Workplaces, Strategic Hiring, Implementation Strategies