

## A DETAILED REVIEW BASED ON CASE STUDIES: HOW NEPOTISM AFFECTS THE WORK ENVIRONMENT AFTER COVID-19

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### ABSTRACT

*The term 'nepotism' is derived from the Italian word 'nipote', which means nephew. Nepotism refers to a form of unfair workplace procedure, when family members or friends of the boss or manager are hired not purely for their skills, experience or knowledge. Nepotism is more common in family-run companies, nonprofits, and smaller firms. Often, the employed relative is unable to successfully perform in the role. Furthermore, creating a job outline specifically tailored to a relative is also a form of nepotism, as is setting an interview exam to which the relative has already been told all the answers. Nepotism specifically refers to scenarios in which the related employee simply isn't fit for the position or unfairly advantaged in the workplace. This paper showcases that how nepotism can be unfavorable the company, because there are lot of consequences which upshot in nepotism. Some consequences that will be examined include family argument in the work place, low staff morale, loss of competent employees, use of the job to carry out unethical acts, use of situation to serve their own interest and to harm the company and break the confidentiality. The paper also depicts the analysis and interpretation of Nepotism at different industry levels that includes Indian Business, Indian Politics & Entertainment Industry. The paper concludes that Nepotism has the potential to produce a cascade of issues in your workplace where favoritism conveys a likelihood of employing potentially weaker employees. It can cause great feelings of resentment or disdain among colleagues.*

**KEYWORDS:** *Nepotism, Covid-19, Indian Business, Indian Politics, Entertainment Industry .*

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### Introduction

**Origin:** The word appears from Italian word *nepotism*, which is based on Latin root *Nepos* sense nephew. Nepotism can be referred as the performance of manufacture of employment decisions on the basis of connection. It can also be define as employing or giving rise to a relative or friend, even if there are other capable people for the same position. Nepotism in the workplace is not so rare, since this is a practice that does not have any universal law distant to it. However, in recent times, states have accepted laws to diminish this practice, since it has many ethical problems implicated in it. This paper will try to find to define nepotism and it would to the international, regional and local organizations where we have seen suspicions of nepotism. It will be hard to prove that nepotism does in fact occur in any association; however, based on the link between persons hired and their relations, we have uncertainties of the occurrences of nepotism. Nepotism is commonly seen in private and public sector. However, based on research, it is more common in the public sector.

### Consequences of Nepotism

Although there is cost of nepotism a pro of this act can create solidity and stability in the association and this will refer to more family owned businesses. Stability because if it family owned, the business will prolong by passing from generation to generation. Permanence because, there will be

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progression planning which can result in the company being successful. On the flip side of the coin, the cost outweighs the pros of nepotism. It creates disappointment among employees. When employees are unhappy they may have a feeling that their effort and enthusiasm are not acknowledged or accepted by the organization. Nepotism can also result in the company losing skillful employees. This can in turn influence the organization's goods and services. Nepotism can also cause scam in the organization. In addition, family members may bring their quarrel into the workplace. Employees may not be able to divide home and work life. This is mainly seen in cases where husbands and wives work jointly and may find it difficult to work together. This may cause a decrease in the spirits among staff members. A total go down in communication can result because of this, which will drop down to other employees within the company.

Unfairness of employees is an added issue ensuing from Nepotism. Because of this feature, employees tend to show their disappointment by low production of work which has credited to issues in the work place in terms of keeping discipline among employees. Discipline is an issue because employees believe that since there is no integrity in the organization there is no need to follow any guiding principle or procedure. Break of secrecy is another result of nepotism. This will be there because of the lack of fidelity between employees.

Workers may see this as an unfavorable time for them to practice unprincipled acts, As they believe any practice is cherished in the association and they may use this to their gain to get mixed up in any kind of wrongdoings.

Nepotism is common in the government offices. For example in the United States of America, Vice President Cheney's wife and his son-in-law Phillip Cheney were appointed by President George Bush and were given prestigious positions. The positions specified were Assistant Secretary of State and Chief Counsel for the Office of Management and budget courteously (Congress, USA Today, 2007). President Bush was highly condemn for this, because many think that were more capable individuals who fit the job.

### **Review of Literature**

Nepotism actually means Nepotism. It is resultant from the Latin word nepotus, means nephew or grandchild. This means unnecessary attachment to relations. In the workplace, when somebody - or perhaps a group of people - appears to be treated better than others and not necessarily for reasons related to superior work performance it is referred as Nepotism. In the present times, this subject has become a very sensitive issue cause a lot of stress primary to drop of commitment level of the employees, disappointment in the company and ultimate decision to change the job.

(Basu, S. (2009). Work Place Nepotism and Stress)

Contends that a perfect nepotism policy is modified to the size and possession pattern of the business and such policies allow its practice in small companies and limit it in large ones. It is also argued that nepotism may be the only way that a small, secretly owned entrepreneurial association can efficiently exist and do well. For large, publicly held corporation, governmental units, or labor coming together, the bad blow nepotism can have on self-esteem, output, and continuing societal support must be avoided.

(Ford, R., & McLaughlin, F. (1986). Nepotism: Boon or bane.)

The salary discrimination model urbanized by Becker has been criticized for predicting that spirited forces will lead to the vanishing of racial prejudice in the long run. We have reformulated the model in provisions of nepotism in the direction of white workers rather than unfairness against black workers. In this new structure, nepotistic and taste-impartial firms are likely to stay alive the violent struggle in the long run. Therefore, the original framework is dependable with long-run as well as short-run cultural salary differential.

(Goldberg, M. S. (1982). Discrimination, nepotism, and long-run wage differentials.)

Insect society area prime exemplar of great assistance, but their social life also entails the chase of self-centered benefit by society members<sup>1</sup>. Here we demonstrate that workforce of the ant *Formica fusca* favour their own close kin when rearing eggs and larvae in colonies that are derived from several queens. These nepotistic activities indicate that ant workers are able not only to notice kin relationships, but also to chase their selfish inherited interests if the costs to their colony are not excessive.

(Hannonen, M., & Sundström, L. (2003). Worker nepotism among polygynous ants.)

R. E. Page claim that honey bees management on queen cells favoritism the care for of queens in favour of super-sisters rather than half-sisters. Their computer simulation, based on data from experiments, gave penalty that supported the nepotism theory. Oldroyd, Rinderer & Buco consider that this result was obtain because of 2 untested and 2 simulation deficiency, which are explained. It is specific that statistical allusion similar to that found by. Can be shown by data from completely non-nepotistic populations? It is optional that genetic strength of nepotism does not exist.

(Oldroyd, B. P., Rinderer, T. E., & Buco, S. M. (1990). Nepotism in the honey bee.)

### **Resersch Methodology**

In the present scenario study mostly secondary data is used. Secondary data have been composed from various reports published by the different Departments, like Economics and Statistics Department, Planning and Development Department etc, by the Government of India. In addition to this, data have been collected from various journals, articles, newspaper archives. During the study of the present study the books of various Economists, who have frequently, wrote on the Economy of India, and were also taken in the consideration. Also the data published by the Planning Commission of India and NITI Aayog and bollywood reports was utilized in the present study the data has mainly concentrated on textual approach, books written by well-known scholars and article, papers written on a variety of National and International Journals and newspaper articles has been measured to do the framework of this paper. Thus, only secondary data has been collected and used in this report.

### **Objectives**

- It analysis the state of nepotism at different levels.
- It study also includes the interpretation of the perception of Nepotism in different industries.

### **Analysis & Interpretation**

"Nepotism is a characteristic piece of the human enrichment." Nepotism portrays an assortment of practices identified with preference; it can mean basically employing one's own relatives, or it can mean recruiting and progressing inadequate or under qualified relatives dependent on the familial relationship. The word nepotism comes from the Latin word for nephew, particularly the "nephews" of the prelates in bygone eras. Presently this word must be in presence for a long time; in any case, it has come into spotlight in the ongoing occasions and all gratitude to our entertainment world.

Many individuals heard one entertainer's announcement and concurred with it and afterward the remainder obviously favored the other party. What precisely is nepotism? Do we at any point know what it implies precisely or we resemble that larger part of the group which moves toward a lion's share?

Going to the subject of the entertainment world; individuals generally state that star kids have it simple in light of the fact that their folks or a parent or kin and so on has been an aspect of the amusement world. At that point we feel free to expect that as a result of associations, somebody more capable or meriting lost the job or chance to sparkle.

### **Nepotism in Indian Business**

In the business world, nepotism is the act of indicating bias toward one's relatives or companions in financial or work terms. For instance, allowing favors or occupations to companions and family members, regardless of legitimacy, is a type of nepotism. These practices can effect affect organizations, for example, dissolving the help of non-supported representatives or lessening the quality and imagination of the executives. Accordingly, some bigger organizations have initiated "hostile nepotism" strategies, which forestall family members (by blood or marriage) from working in a similar office or firm. In any case, in numerous littler, family-claimed organizations, nepotism is seen in more sure terms. Relatives are prepared in different parts of the executives to guarantee the coherence of the organization when individuals from the prior age resign or kick the bucket. Indeed, in numerous independent ventures nepotism is viewed as an equivalent for "progression."

### **Nepotism in Indian Politics**

Despite being a popularity based nation, Nepotism has consistently existed in legislative issues in India. Different elements have added to it, the first being its residents. Some may emphatically concur while the others may not, however the individuals of India have consistently been accustomed to being ruled. It is fundamentally a direct result of the thought raised by the 'Varna System' which maintains that lone the child of a minister can turn into a cleric. This equivalent attitude actually exists even today on the grounds that a large portion of the Indian residents are as yet unskilled all in all makes it basic for them to pick their political agents with an idea established in Nepotism.

In the event that this political Nepotism goes on, debasement in the nation will never end and it will continue ascending as could be. It has become an issue that should be firmly and promptly handled. Everybody has an option to have a reasonable potential for success in every single proficient field, and it must be conceivable when all the obstacles are eliminated and just savvy and skilled legislators are chosen independent of their family foundation, who thus will take our nation higher than ever.

### **Nepotism in the Entertainment Industry**

It is typical to see the striving entertainers and youths who don't bear a tag of being relative or related with huge names administering over media outlets. As it can plainly be seen, Bollywood for quite a long time has consistently been overwhelmed by 'a few' VIPs bearing a specific last name, coming from specific families and stardoms from inside the circle. Youths and newcomers to the business, frequently more gifted than most 'star kids', barely get a reasonable possibility. It is all the more clear by observing the current circumstance of Nepotism and partiality exorbitantly winning in Bollywood after the unexpected downfall of Sushant Singh Rajput, a capable entertainer who didn't get what he merited.

A few entertainers like KanganaRanaut, Dharmendra, RaveenaTandon and PayalRohatgi have opened the issue that has been going on in the entertainment world and furthermore uncovers the clouded side of Bollywood. We perceive how the undeserving ones get a lot of grants while the meriting ones are not named. This shows how this Nepotism is working in Bollywood. This can be halted just in the event that we speak more loudly against nepotism like how KanganaRanaut and a few different entertainers have done and keep on doing, else, one day the entire world will get devastated and there will be no mankind left finished.

A year ago it was accounted for that best 20 business bunches in India are family-possessed. They all things considered oversee crores of advantages. We can see the nepotism in Indian film that out of three Khan Stars two are the backup parent of the business.

### **Conclusion**

Nepotism is an issue that can be extremely hard to control once there are family members or relatives who hold key situations in associations and who have impact of who is employed and who isn't recruited. In a little populace like Grenada, it will be a troublesome errand to mitigate the issue, since 'everyone knows everyone' in Grenada. The term 'pull string' will consistently be an issue in our general public.

Indeed, even in the more evolved nations, it very well may be a troublesome issue to battle, since there are additionally relatives and companions utilized in significant level positions who can be extremely compelling in the enrollment cycle. Be that as it may, if approaches and strategies are executed, the act of nepotism can be diminished, and individual will be employed for their capabilities and aptitudes rather than being recruited due to a neighborly or a family connection.

It is significant that associations stay away from the acts of nepotism. In light of our exploration directed, nepotism could be exceptionally hindering to an association and could cause lost benefit and this could likewise discolor the standing of the association.

### **Suggestion**

Managing nepotism in the work environment can be intense, particularly in case you're the one on the worst part of the deal. Nepotism, or the demonstration of giving or getting open doors because of a family relationship or companionship, has a set of experiences that runs long and around the world.

"Nepotism is a characteristic piece of the human enrichment," says Robert Jones, a teacher of Industrial-Organizational Psychology at Missouri State University. How it's apparent is attached to culture, as per Jones. "In China and India, nepotism is a lifestyle and respected emphatically."

Nepotism by and large has a negative relationship in western, individualistic nations, for example, the United States, especially if the supported beneficiary isn't qualified. Nepotism can harm a business by influencing representative assurance, causing grating and hatred.

Nonetheless, it isn't really a completely negative practice. Recruiting or advancing a relative can give certain focal points. For example, on the off chance that the applicant has been prepped in the privately-run company, at that point the individual may carry significant social and scholarly cash-flow to the position. Jones focuses to an ongoing nepotism concentrate on NCAA groups that shows that groups with nepotism (at least two relatives as players or training on a similar group) will in general perform preferred and dominate more matches over those without it.

The primary concern: The manner in which individuals react to nepotism at work relies to a great extent upon the capabilities and mindfulness of the competitor being referred to, just as straightforwardness in the employing cycle. In the event that you wind up in a work circumstance where nepotism is an outrageous issue that disturbs your work environment fulfillment and expert development, here are five different ways to adapt.

The manner in which you decide to deal with nepotism in the work environment relies upon which side of the fence you're on. As an entrepreneur or director, it's critical to be able to perceive this conduct in yourself as well as other people. Urge your representatives to stir their way up and make sure to recognize their endeavors. In the event that you choose to recruit a companion or relative, treat them a similar way you treat your different representatives and cease from commending them more.

On the off chance that you think your business is being influenced by nepotism, you may convey unknown reviews or have one-on-one gatherings with your workers. Assess the circumstance and settle on a choice appropriately. Maybe one of the administrators in your association employed a companion or relative – yet that is not really nepotism. The individual accepting that open door may really be equipped for the work.

As a worker, it's fundamental to keep things in context and act to your greatest advantage. Report specific occurrences of nepotism and afterward connect with the HR office. Act expertly and think of hard realities, not simply bits of gossip. In the event that the circumstance perseveres, think about searching for new position openings. Working for an organization where nepotism is wild doesn't leave a lot of space for proficient development.

It is nevertheless normal to feel a little hurt when somebody is being supported in the working environment yet rather than burning through a lot of your time attempting to get your head folded over this, you should simply consider things which are more significant. This is an exceptionally successful approach to manage bias in the work place.

Nepotism portrays an assortment of practices identified with preference; it can mean basically employing one's own relatives, or it can mean recruiting and progressing inadequate or under qualified relatives dependent on the familial relationship. The word nepotism comes from the Latin word for nephew, particularly the "nephews" of the prelates in bygone eras. While perspectives toward nepotism fluctuate as per social foundation, nepotism is a touchy issue in American business. Numerous organizations and people believe the training to be dishonest, generally because of its contention with conventional American estimations of independence and decency.

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