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Professional Review

In the 2016 research article, "How LGBT Supportive Workplace Policies Shape the Experience of Lesbian, Gay Men, and Bisexual Employees," by Lloran Anouk and Parini Lorena, the authors focused on the concept of sexuality and the diverse expansion it has had in current years. More specifically, the discussion here allows readers to note the reality of those who have come out in society, sexually identifying as something different from what has been defined as the norm in society. Here, the readers are introduced to how groups of gays, lesbians, queers, and plus have been treated by other members within their close communities at the workplace. (Lloren & Parini, 2016).

The article is broken down in the format of an APA research paper presenting the reader with an abstract presenting the introduction, paragraphs presenting the hypothesis and reason for research, methods, and measures used, data analysis, results, and a discussion that acts as the conclusion. (Lloren & Parini, 2016). Here, the authors introduce these concepts throughout their paper to examine if the new and current LGBT workplace policies put in at companies, businesses, and more have been able to reduce sexual discrimination and increase LGBT employees' overall health. (Lloren & Parini, 2016). To find the true answer to this question, here the authors engage in presenting a history of the relationship that began to exist considering the LGBT community coming out and being prominent sexualities in societies today. The introduction strategically allows the reader to understand why this relationship needs to be explored overall. Not only in the United States but in other parts of the world such as Nigeria,

Russia, and more, people are coming out as one of the categories under the LGBT identity and thus are being shown unjust and unfair treatment. (Lloren & Parini, 2016). The authors allow one to understand the rate of seriousness concerning these treatments as governmental powers are the ones continuing to support this unjust treatment by ensuring laws and policies are written against these groups. (Lloren & Parini, 2016). From illustrating the numerical data and rates concerning the world policies and treatments reported by LGBT members and the community overall, the authors here allow one to note the significance of performing this research study to conclude whether the current policies put in place in the workplace to justify these negative judgments and acts have been beneficial to the overall state of the LGBT individual.

The authors here incorporate the foundational makeup of a quantitative research study as they translate their research questions and answers gained from participants into numerical data that is then used to formalize an overall conclusion on the earlier hypothesis. (Lloren & Parini, 2016). By performing primary, descriptive research readers can examine exactly how each group is affected by these policies if so. The way the research study is presented also allows for one to note not only if these policies help these groups but also why they do not help certain groups while helping others instead. (Lloren & Parini, 2016). One is further introduced to how LGBT members feel within these communities themselves. Having a surplus amount of data answering this question allows for this discussion and conclusions pulled from this study to be reliable and understandable for most.

By focusing on the reality of LGBT members are forced to face within their direct communities, the authors here also allow readers to note how a space like one's workplace plays into how one is affected overall. Here, readers can also begin to relate one's work life and space experiences to one's identity under the bracket of race, age, cultural background, and much

more. While the results of the study showed that diversity management added to influence the experience of LGBT employees by lowering prejudice and improving overall well-being at work, the policies did not have the same positive effect on the employees' psychological health outcomes. (Lloren & Parini, 2016). With these results, one may understand then how policies help tackle how one is treated by others but overall, not how one feels within their community overall. As society and various communities overall already have believed norms and beliefs concerning sexual identity and more in place, one understands how this study illustrates the difficulty for this group to feel accepted in society overall, despite any new policies placed, because of these norms and beliefs placed already.

References

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