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## Notice for the PhD Viva Voce Examination

Ms Amancherla Sowmya, Registration Number: 2070112, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Monday, 11 May 2026 at 03.00 pm in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

- Title of the Thesis** : **Impact of Diversity Management on Acceptance of Sexual and Gender Minority Employees in Technology Workspaces**
- Discipline** : **Management**
- External Examiner - I** : **Dr Mukta Kulkarni**  
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- External Examiner - II** : **Dr Pulkit Khanna**  
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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru

**Registrar (Academics)**

## ABSTRACT

This study investigates, according to responses from 412 professionals, how LGBT diversity management influences the acceptance of LGBT peers in the IT/ITES sector in Bengaluru. It proposes a multi-theoretical framework, also it draws from Sociometric Theory, Family Systems Theory, Signaling Theory, Classical Support Theory, Theory of Planned Behavior, and Stakeholder Theory. Key mediators are examined, such as social support from supervisors and co-workers, oppositional courage by allies, and perceived government support. The moderating role that family dynamics has is examined with them too. For analysis of data that was gathered through structured surveys, SPSS 21 and also Smart PLS 4 were used. Families influence people greatly. People also act with a courage so that they can oppose others. Because of this, LGBT diversity practices show an important positive link to peer acceptance. Organizational projects and external socio-cultural aspects like family morals shape workplace inclusion. In theory, it can improve the discourse since it includes LGBT people and integrates various frameworks for capturing the complexity of social acceptance. From a managerial standpoint, targeted diversity strategies that consider workplace policies as well as family-oriented interventions are indeed stressed. This research can give helpful perceptions to HR staff, firm leaders, and those who make policy. Those perceptions are valuable for anyone committed to building inclusive spaces for LGBT workers in India's IT/ITES sector.

**Keywords:** *LGBT, Diversity Management, Acceptance, Inclusion, Social Support, Allies, Family Influence, Government Support*

### Publications:

1. **Amancherla, S.,** Balasundaram, S., & Basavaraj, S. (2024). Championing Inclusion: Understanding LGBT Diversity and Social Support in the Workplace. Prabandhan: Indian Journal of Management, 17(12),64-82. <https://doi.org/10.17010/pijom/2024/v17i12/174057>
2. **Sowmya, A.,** Balasundaram, S., Basavaraj, S., & Yadav, R. (2025). From Exclusion to Inclusion: Empowering LGBT Integration with Allies, Workplace Strategies and Family Role Models. Journal of Human Values, 09716858241312281. <https://doi.org/10.1177/09716858241312281>
3. **Sowmya, A.** (2022). Is LGBT inclusion steering the bottom line? - A corroborative business case for LGBT inclusion in the workplace through human capital approach. International Journal of Human Resource & Industrial Research, 9(1), 27-34. 1. <https://doi.org/10.5281/zenodo.7071133>
4. **Amancherla, S., & Balasundaram, S.** (2024). Unveiling Workplace LGBTQ+ Inclusion : Policy Impact and Best Practices. In Dimensions of Diversity, Equity, Inclusion, and Belonging in Business (pp. 153-186). IGI Global. <https://doi.org/10.4018/979-8-3693-3876-6.ch007>