





towards people belonging from lower social classes, as they learn these behaviors from their society. However, this theory might not be accurate in some particular cases, as there are various other factors also that can affect the perceptions of individuals regarding social classes.

These findings will help organizational managers to eradicate these discriminatory practices from their organization, as they cannot assess the potential of someone from their background. This research will help the CEO of client organization to eradicate any discriminatory practices toward their talented employees who originated from the lower social classes. This research is a significant addition to the current knowledge because the role of education was not particularly discussed in the previous studies that were conducted on the similar topics. However, clients will have to consider different factors while implicating this research at their organization because of difference in the contexts of organizations.

#### 4 Recommendations

It is recommended to the clients to take stringent measures to eradicate these practices from their organizations because of various adverse impacts of these discriminatory practices. Moreover, it is also evident that the competition is getting vicious in current business dynamics and organizations need to ensure maximum return on their investments. For that reason, they cannot lose talented individuals only because of the fact that originated from lower social classes becomes indispensable.

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