MANAGING DIVERSITY IN THE GLOBAL ORGANIZATION CREATING NEW BUSINESS VALUES (DOWNLOAD ONLY)

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Managing Diversity In The Global Organization Creating New Business Values Introduction

Managing Diversity in the Global Organization

Global diversity is a key issue facing all companies and organizations. This innovative new book embraces diversity and shows how it can, if carefully understood and developed, provide the tools needed to attain the values and characteristics increasingly demanded by business corporations and environments.

Managing Diversity in the Global Organization

Written and edited by leading experts in the field, this authoritative account sets UK and European practices firmly within a global context. It offers an in-depth and contextual account of enduring, contemporary and cutting edge theories and approaches to diversity and inclusion management. With workforce demographics changing rapidly, high-profile cases of discrimination in the news and new legislation coming into force, it is more crucial than ever that organisations understand and effectively manage workplace diversity – not only to increase business outcomes, but to create an inclusive workplace in a socially responsible manner. This second edition includes an engaging new chapter on social class and diversity, as well as a range of new mini case studies on contemporary issues and themes such as intersectionality and autism employment. Packed with learning features to encourage critical analysis and help you link theory to real-world practice, Managing Diversity and Inclusion offers an in-depth and contextual account of enduring and cutting edge discussions and approaches to diversity and inclusion management.

Managing Diversity and Inclusion

This book equips students with a thorough understanding of the advantages and challenges presented by workplace diversity, suggesting techniques to manage diversity effectively and maximize its benefits. Readers will learn to work with diverse groups to create a productive organization in which everyone feels included. The author offers a comprehensive survey of demographic groups and an analysis of their history, allowing students to develop a deep understanding of the dimensions of diversity. From this foundation, students are taught to manage diversity effectively on the basis of race, sex, LGBTQIA, religion, age, ability, national origin, and intersectionality in organizations and to understand the issues various groups face, including discrimination. Opening with current case studies and discussion questions to enhance comprehension, the chapters provide practical insight into subconscious/implicit bias, team diversity, and diversity management in the United States and abroad. \"Global View\" examples further highlight how diversity management unfolds around the world. Offering a fresh look at workplace diversity, this book will serve students of diversity, human resource management, and organizational studies. A companion website featuring an instructor's manual, PowerPoint slides, and test banks provides additional support for students and instructors.

Managing Diversity in Organizations

This edited collection offers a nontraditional approach to diversity management, going beyond gender, race, and ethnicity. Examining ageism, disability, and spirituality, the book provides a discussion of different D&I applications and introduces a framework consisting of a diagnostic phase, gap analysis, and an action plan, which can be modified to attend to specific needs of organizations. Researchers and practitioners will learn a viable way to address diversity in global organizations.

Diversity and Inclusion in the Global Workplace

The award-winning Managing Diversity: Toward a Globally Inclusive Workplace uses an interdisciplinary approach to provide students with an understanding of diversity from a global perspective. Author Michalle E. Mor Barak offers practical guidelines to help managers create an inclusive workplace and develop an organizational culture that embraces diversity. The Fifth Edition includes expanded coverage of environmental justice, disability diversity, LGBTQ+ diversity, and inclusive leadership.

Managing Diversity

Shortlisted in the Management and Leadership Textbook Category at CMI Management Book of the Year Awards 2016 Managing Diversity and Inclusion: an International Perspective is a hotly anticipated new text that has been written by an international team of experts and offers an in-depth and contextual account of enduring, contemporary and cutting edge theories and approaches to diversity and inclusion management. The book uniquely situates UK and European policies and practices of various dimensions of diversity firmly within the global context through an international and cross-cultural range of case studies and considers how national contexts have shaped the field. Key features: International and cross-cultural case studies, examples and comparisons from a range of countries including the emerging economies Case study approach illuminates complex theories by showing how they are applied in practice Criticality is central to the book with each chapter including critical analysis, critical questions and boxed critical insights and reflections Companion website with free full text journal articles.

Managing Diversity and Inclusion

As the war for talent rages on, organizations are seeking proven methods for leveraging diversity as a resource. Creating the Multicultural Organization challenges today's organizations to stop \"counting heads for the government\" and begin creating effective strategies for a more positive approach to managing diversity. Using a model outlined in his earlie rworks, Taylor Cox Jr.--an associate professor at the University of Michigan Business School and president of his own consulting firm--shows readers the many practical and innovative ways that top organizations such as Alcoa effectively address diversity issues to secure and develop the talent that they need in order to succeed. A University of Michigan Business School Series Book

Creating the Multicultural Organization

Showcases the scope of international perspectives that exist on workplace diversity and defines this field. This book is a useful resource for students and academics of human resource management, organisational behaviour, organisational psychology and organisation studies.

Handbook of Workplace Diversity

It is only through understanding diversity that businesses can achieve equality and cohesion in the workplace. Ozbilgin and Tatli's Global Diversity Management focuses extensive original research through a critical

approach and arrives at a comprehensive real-world perspective of diversity in competitive organizations.

Global Diversity Management

For anyone looking to develop a career in HR or business management, understanding the contexts, policies and practices for developing a sustainable and high performing, diverse workforce is a must. The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level. This third edition has been fully updated to reflect new working practice, statistical information and equality and diversity law, as well as including new case studies and information on International policies outside the UK and Europe. Diversity management is a term that covers not only race, disability and sex discrimination, but also broader issues such as individual and cultural differences. The Dynamics of Managing Diversity, third edition, can help to prepare HR and business managers of the future with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations. With: • Accessible text including key learning points, activities and discussion questions • Practical case studies to illustrate the real-life issues in a local, international and organizational context • A new companion and lecturer website, featuring tutor support materials and links to useful sites and additional information Kirton and Greene present the subject of diversity management in a logical and structured manner, beginning each chapter with aims and objectives, and ending with discussion questions. This is the perfect support resource for those teaching or studying in the field of equality and diversity. Gill Kirton, Reader in Employment Relations at the School of Business and Management, Queen Mary, University of London and licentiate member of the CIPD. Anne-marie Greene, Reader in Industrial Relations in the Industrial Relations and Organisational Behaviour Group, Warwick Business School, graduate member of the CIPD. Related Titles Moran et al., Managing Cultural Differences, ISBN: 9780750682473 Holbeche, HR Leadership, ISBN: 9780750681735

The Dynamics of Managing Diversity

Using inclusion-exclusion as an organizing construct to help examine problems and solutions in a global context, this text explores issues of the multicultural workplace from both American and European perspectives.

Managing Diversity

Diversity management has recently attracted a lot of attention in both academia and practice. Globalization, migration, demographic changes, low fertility rates, a scarce pool of qualified labor, and women entering the workforce in large scales have led to an increasingly heterogeneous workforce in the past twenty years. In response to those ongoing changes, organizations have started to create work environments which address the needs and respond to the opportunities of a diverse workforce. The implementation of diversity policies and practices and the creation of an organizational culture that values heterogeneity have been the focus of recent organizational initiatives. This special issue aims at shedding light on some of open research questions by including both theoretical and empirical contributions.

Managing Diversity in Organizations

Written by a team of experts in the field of workplace diversity, The Global Diversity Desk Reference offers a strategic approach for international organizations that want to succeed in the worldwide marketplace by maximizing the potential of all their employees. You'll discover how to increase effectiveness in managing diversity at three levels--the individual, interpersonal, and organizational. You'll also get the practical tools, concrete suggestions, and pragmatic methods you need to successfully manage a global workforce and create and align organizational systems, policies, and practices with the requirements of an international workforce.

The Global Diversity Desk Reference

A comprehensive and critical review of the global scholarly literature on diversity, this book presents findings from original UK-based research involving in-depth organizational case studies, interviews, observation and documentary data from over fifty organizations. Analyzing the findings from the perspective of key stakeholder groups - diversity practitioners, line-managers, trade union equality officers, workplace trade union representatives and employees, it addresses a range of questions, including: How is the diversity concept developing in the UK? Has the UK deconstructed and reconstructed the diversity concept to fit with the legal, social and economic context of UK organizations? How are organizations in the public and private sectors responding in practical terms to the diversity concept? What is the legacy of the traditional equal opportunity concept? What are the experiences of different organizational stakeholders of diversity management? Whose interests does diversity management serve? Looking at many of the weaknesses associated with more traditional equal opportunity policy approaches, this book is excellent reading for all students of international business, entrepreneurship and small businesses.

Diversity Management in the UK

Winner of the George R. Terry Book Award from Academy of Management and the Outstanding Academic Title Award from CHOICE Magazine Successful management of our increasingly diverse workforce is one of the most important challenges facing organizations today. In the Fourth Edition of her award-winning text, Managing Diversity, author Michàlle E. Mor Barak argues that inclusion is the key to unleashing the potential embedded in a multicultural workforce. This thoroughly updated new edition includes the latest research, statistics, policy, and case examples. A new chapter on inclusive leadership explores the diversity paradox and unpacks how leaders can leverage diversity to increase innovation and creativity for competitive advantage. A new chapter devoted to \"Practical Steps for Creating an Inclusive Workplace\" presents a four-stage intervention and implementation model with accompanying scales that can been used to assess inclusion in the workplace, making this the most practical edition ever.

Managing Diversity

Essay from the year 2013 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 62.0, University of Kent, language: English, abstract: In 1950 the global human population was 2.5 billion, in 2013 it has increased to 7.2 billion and by 2050 the UN predict it will reach 9.6 billion (The Economist , 2013). Shared with the statistic that since 2011, 52.1% (United Nations, 2012) of humans live in an urban area, highlighting the need for an increased and evolved ability to manage diversity. This global trend has created the most diverse workforce in modern times, generating pressure for companies, institutions and governments to implement practices which recruit, train, promote and retain individuals within the workplace (Bratton and Gold 2012; Kirton and Greene 2010). The strategic management of diversity in the workforce will be further discussed using a three stage approach, in order to fully analyse the pros and cons of a business case approach to diversity management. The first stage will have two discussion points; firstly defining diversity to create a common understanding of the topic. Secondly it's important to distinguish the difference between the terms of equal opportunity and diversity management, exploring how they have evolved from academic and practical perspectives. The second stage will focus on diversity management with particular emphasis on analysing the pros and cons of a business case approach. This critique will be supported by theories and contemporary resources to highlight the impact this approach can have on the stakeholders involved. The third stage will consider the implementation and industry type. This will highlight the limitation that by splitting diversity into different case types rather than focusing on an inclusive strategy causes fragmentation rather than concentrating on the individual contribution.

What are the pros and cons of a business case approach to diversity management

Seminar paper from the year 2020 in the subject Business economics - Business Management, Corporate

Governance, grade: 1,0, University of applied sciences, Düsseldorf, language: English, abstract: This essay presents various tools and methods that companies can use to implement a successful diversity management. In order to create a fundamental understanding of diversity and its management, the objectives and various dimensions are explained in more detail in advance. The transformation of our modern world into an increasingly diverse society is creating new circumstances and also new challenges for companies. The number of women working full-time or part-time is increasing and international collaboration is being enhanced by globalization. Through immigration, our society is experiencing new cultural influences and the public is becoming more tolerant of different sexual orientations than in the past. Therefore, companies should not only recognize the diversity in their workforce, they need to be aware of their increasing duties as employers and establish a diversity management in the organization.

Diversity Management. Tools and Methods to Implement a Successful Diversity Management

Grounded in research but firmly linked to best-practice strategies, this new edition is fully updated and includes student-friendly pedagogy and a wide range of international case studies. It provides a comprehensive real-world perspective of diversity in competitive organizations and is an ideal course companion for all students.

Global Diversity Management

The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level. This fourth edition has been fully updated to reflect new working practices, statistical information and developments in equality and diversity law, as well as including new case studies and analysis of current and emerging areas of debate in the UK and across Europe. Diversity management is a term that covers not only race, disability and sex discrimination, but also broader issues such as individual and cultural differences. The Dynamics of Managing Diversity, fourth edition, provides HR and business managers of the future with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations. This new edition offers: • Coverage of topical areas such as female representation on executive boards, religious diversity, and economic migration following EU enlargement • Multiple analytical perspectives, such as socio-legal and feminist approaches, to provide rich insights to the subject matter • Practical case studies to illustrate the real-life issues in a local, international and organizational context Kirton and Greene present the subject of diversity management in a logical and structured manner, beginning each chapter with aims and objectives, and ending with discussion questions, making this book the perfect support resource for those teaching or studying in the field of equality and diversity.

The Dynamics of Managing Diversity

Workforce diversity refers to a strategy that promotes and supports the integration of human diversification in business. By utilizing focused inclusion policies and practices, businesses can guide work environments and create an optimal business culture. Management Techniques for a Diverse and Cross-Cultural Workforce is a critical scholarly resource that examines the emerging work culture to understand the underlying human processes prevalent in modern organizations. Featuring coverage on a broad range of topics, such as gender diversity, workforce trends, and inclusion management, this book is geared towards business owners, managers, entrepreneurs, professionals, researchers, and students seeking current research on diversity management.

Management Techniques for a Diverse and Cross-Cultural Workforce

Modern-day business leaders need to manage diverse global organisations and teams that work in

international contexts. This text will assist organisations of all types to manage diversity and promote inclusion in their national and international operations and markets.

Intercultural Management in Practice

This book critically examines current workplace diversity management practices and explores a nuanced framework for undertaking, supporting, and implementing policies that equally favor all people. It presents critical perspectives that not only elevate respect for differences but also provide insights into the nature and dynamics of differences in view of an inclusive and truly participative organizational environment. The book first presents a brief overview of the connotations associated with workplace diversity and its effective management. Next, it focuses on the organizational appropriation of differences through the formation and mediation of various diversity discourses. It demonstrates the particular articulations of these discourses with inequality and oppressive structures that perpetuate structural disadvantage due to existing power disparity between dominant and unprivileged group members. The book then goes on to underscore the need of constructing relational and context-sensitive diversity management frameworks. Overall, the book outlines that current business cases for diversity focus solely on instrumental goals and tangible outcomes and, as a result, fail to fully capture the complexity as well as the particularity of the diversity phenomenon. The book underlines the necessity for a more inclusive paradigm, implying a progressive problem-shift in the dominant diversity research agenda from a market-driven business-oriented diversity management to one highly valuing, affirming, and respecting otherness.

Critical Studies in Diversity Management Literature

The Pocket Mentor series offers immediate solutions to the challenges managers face on the job every day. Each book in the series is packed with handy tools, self-tests, and real-life examples to help you identify strengths and weaknesses and hone critical skills. Whether you're at your desk, in a meeting, or on the road, these portable guides enable you to tackle the daily demands of your work with greater speed, savvy, and effectiveness. Many organizations encourage diversity because providing equal opportunity for everyone is the right thing to do. A diverse workforce can also yield such important competitive advantages as a higher level of profitable innovation, a better understanding of market opportunities, and stronger employee productivity and commitment. But as people with different backgrounds, beliefs, and values interact in the workplace, conflicts can arise. How can you foster diversity on your team and surmount the challenges that can come with it? This book teaches managers how to: - Recruit a diverse team - Foster an inclusive environment by replacing common misconceptions with facts - Handle diversity-related conflict - Tap the business value generated by the team?s diversity

Managing Diversity

Awareness and inclusion are not enough to create effective change in organizations and society. Instead, organizations must implement strategies to ensure that they not only improve diversity, but also place their employees on career development plans that provide the best fit between individual and organizational needs as well as personal characteristics and career roles. Implementation Strategies for Improving Diversity in Organizations is a pivotal reference source that provides crucial research on the application of stratagems designed to increase organizational change, chiefly to integrate diverse individuals, including physically disabled individuals, women, and people of color, into the workforce. The book also looks at discriminatory practices involving the physical appearance of workers. While highlighting topics such as career development, lookism, and ethnic discrimination, this publication explores new, innovative ideas influencing the paradigm shift for the modern workforce as well as the methods of career development. This book is ideally designed for managers, executives, human resources professionals, researchers, business practitioners, academicians, and students.

Implementation Strategies for Improving Diversity in Organizations

Research Paper (undergraduate) from the year 2004 in the subject Leadership and Human Resource Management - Miscellaneous, grade: 1,3, University of Lincoln, language: English, abstract: We live in a rapidly changing world characterised by the increasing processes of globalisation and internalisation. They open the doors for enlarging opportunities to see different countries, to meet different people. At the beginning of the 21stcentury people are beginning to recognize that diversity is already the fact of life, which has its reflection not only in the public life but also in the workplace. They are learning to understand that all people are different, be it in gender, race, age or personal experience. Therefore, there is the vital need to value "culturally different" people and "create the environment, in which they will flourish". In this context we often think about 'discrimination' as being "basis for selection and promotion" or in its negative form as the process of responding to a person differently on basis of that person's individual differences, which can rise problems in the company's internal environment. Such attitudes are mostly based on the peculiarity of the people to stereotype, which means "to like people who are similar to them and dislike those people who differ from them". This factor hinders the chances for the promotion and limits the potential of disadvantaged individuals depriving them of their basic rights. Equal opportunities policies are being introduced in order to prevent above-mentioned negative form of discrimination. The drive towards equal opportunities for all minority groups has become a business necessity and has taken a new impetus for all organizations. Its basic premise is that talent and ability is equally spread throughout all groups of people including between man and women, able-bodied and people with disabilities etc. Therefore equal opportunities are aimed at ensuring that organization make the best of a diverse workforce rather than losing their talents through discriminatory practices. But they are often negatively viewed by the employers due to their obligatory character. The following section aims to briefly inform about legislation that provides the basis for equal opportunities in social life as well as in the workplace. The first legislation promoting the equality at work between men and women has been the Equal Pay Act from 1970 with an issue "equal pay for equal work". This act provided the legal basis for equality opportunities of women. [...]

Equal opportunities in organizations

This book provides a comprehensive overview of organizational diversity management, intended to help readers implement effective strategies and maximize the value of organizational diversity. Written by experts from a range of disciplines, it presents cutting-edge research and best practices in this field. Further, it addresses the challenges that organizations face in order to successfully manage organizational diversity and presents the application of theoretical concepts. Individual chapters explore topics including workforce diversity, knowledge management, innovation and change, and decision-making. Providing an invaluable resource for students and researchers in the fields of human resource management, industrial engineering and international business, the book will also benefit human resource managers, engineers and economists.

Managing Organizational Diversity

This is the eBook of the printed book and may not include any media, website access codes, or print supplements that may come packaged with the bound book. A diverse approach to understanding and managing diversity. Understanding and Managing Diversity uses applications to clarify the complexity of a diverse workforce, and explains how it can be used as an organizational asset. This text also provides readers with a wide range of expertise–from the perspective of experienced interdisciplinary instructors (business, psychology, economics, theology, law, politics, history, etc.) to practitioners (diversity trainers, corporate managers, etc.). This edition has been substantially updated to reflect the changing diversity issues in today's workplace–including 18 new and 15 revised articles/cases/exercises.

Understanding and Managing Diversity

The growing presence of discrimination and isolation has caused negative changes to human interactions.

With the ubiquity of these practices, there is now an increasingly urgent need to close this divide. Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications provides a critical look at race, gender, and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields. Including innovative studies on anti-discrimination measures, gender discrimination, and tolerance, this multi-volume book is an ideal source for professionals, practitioners, graduate students, academics, and researchers working in equality, as well as managers and those in leadership roles.

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications

In this book, we learn about organizational conflict, highlighting different perspectives of conflict resolution and conflict management in different settings and areas, as well as different theoretical views on this subject. The authors from Norway, Estonia, Nigeria, Israel, USA, Slovakia, Turkey, Finland, Uruguay, and Italy bring ideas, studies, findings, and experiences to enhance our knowledge in the field of organizational conflict. The book is divided into two sections, and their respective chapters refer to two different perspectives of study. The first section covers Conceptual Frameworks on Organizational Conflict, considering management and conflict resolution, conflict in organizations as an indicator for organizational values, organizational trust as a conflict management tool, conflicts and social capital, and team conflict in complex adaptive systems. The second section deals with Empirical Studies on Organizational Conflict, emphasizing research on conflict resolution from the perspective of managers and project teams, resistance to change and conflict of interest, conflicts as a springboard for Metallica's success, drivers of innovation deployment affecting marketing relationships, and impacts of national culture on the use of bonuses for teamwork. Thus, we consider this book will be of interest to readers with a diverse group of interests in different specialties such as management, social psychology, education, law, and sociology.

Organizational Conflict

Diversity in the workforce can be attributed to both a popular, cultural shift and legislative intervention. Despite these forces, discrimination endures in all aspects of Western society from education to employment. Unequal pay and opportunities for promotion are symptoms of a systematic discrimination of individuals based on race and gender. The Handbook of Research on Race, Gender, and the Fight for Equality provides a critical look at race, gender, and modern day discrimination. Focusing on workplace and educational dynamics, the research found within this book addresses equal opportunity and diversity requirements from a myriad of perspectives. This book is an essential reference source for professionals and researchers working in equality as well as managers and those in leadership roles.

Handbook of Research on Race, Gender, and the Fight for Equality

Based on a range of CIPD research investigations this report spells out the nature of the business case for managing diversity and its relevance to driving diversity progress in relation to legislation. It shows that organisations need to cultivate a positive approach to recognising and valuing all forms of difference to add value to business performance. Managing diversity is not just about adopting initiatives, but a dynamic process of continuous change which should take account of business circumstances and objectives.

Managing Diversity and the Business Case

Reap the benefits of a diverse workforce. If you read nothing else on promoting diversity and realizing its benefits, read these 10 articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you create a culture that seeks and celebrates difference. This book will inspire you to: Identify and address bias Short-circuit discrimination instead of unintentionally feeding it Attract, retain, and engage talented people who represent myriad identities Ensure that everyone has equal access to growth opportunities Trade outdated policies for practices that are proven to foster inclusion Harness employees' unique skills and perspectives to transform how your company operates This collection

of articles includes \"Making Differences Matter: A New Paradigm for Managing Diversity,\" by David A. Thomas and Robin J. Ely; \"Why Diversity Programs Fail,\" by Frank Dobbin and Alexandra Kalev; \"'Numbers Take Us Only So Far,'\" by Maxine Williams; \"Race Matters: The Truth About Mentoring Minorities,\" by David A. Thomas; \"Leadership in Your Midst: Tapping the Hidden Strengths of Minority Executives,\" by Sylvia Ann Hewlett, Carolyn Buck Luce, and Cornel West; \"What Most People Get Wrong About Men and Women,\" by Catherine H. Tinsley and Robin J. Ely; \"Hacking Tech's Diversity Problems,\" by Joan C. Williams; \"Why Men Still Get More Promotions Than Women,\" by Herminia Ibarra, Nancy M. Carter, and Christine Silva; \"When No One Retires,\" by Paul Irving; \"Neurodiversity as a Competitive Advantage,\" by Robert D. Austin and Gary P. Pisano; \"Managing Multicultural Teams,\" by Jeanne Brett, Kristin Behfar, and Mary C. Kern; and \"7 Myths About Coming Out at Work,\" by Raymond Trau, Jane O'Leary, and Cathy Brown.

HBR's 10 Must Reads on Diversity (with bonus article Making Differences Matter: A New Paradigm for Managing Diversity By David A. Thomas and Robin J. Ely)

This book enhances our understanding as to how diversity and equality are managed in different national contexts. Focusing on workplace equality, diversity, and inclusion, this book brings together a unique blend of scholarly research and professional practice, evidenced through an array of individuals both outside and inside organizations.

Diversity within Diversity Management

This Companion provides an authoritative overview of how cultural diversity is managed in Asia. Although the Asian context appears at first sight to be irreconcilably divergent in terms of diversity management approaches, the contributing authors seek to explore thematic and geographical demarcations of the notions of cultural diversity and equality at work. Managing Cultural Diversity in Asia not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context, time and place in framing policies and practices of management. With empirical and conceptual contributions from eminent scholars from across the Asian continent as well as the Asian diaspora, this volume highlights practices of equality and diversity management in settings across Asia and reveals the key drivers and implications of such practices. This important and path-breaking Companion will be an invaluable resource for both undergraduate and research-based postgraduate students on international and comparative human resource management, employment relations and industrial relations courses.

Managing Cultural Diversity in Asia

Cultural proximity consists in shared language, codes ,and norms of communication and exchange between actors. It is generally considered important for organizations, enhancing communication and facilitation interaction between actors. In such situation, diversity is often seen as a source of richness and originality. However, high levels of proximity might create some risk, leading to lock-in and inertia, with a negative impact on the innovativeness of the organization. While the role of cultural proximity is subject to much debate within organizations studies, a comprehensive understanding of cultural proximity remains elusive. This book explores the organizational implications of the concept of cultural proximity, delving into the managerial challenges posed by diversities and similarities in culture within a business environment using different levels of analysis. The key messages of the present book, grounded on original empirical evidence, can be summarized as follows: cultural proximity is a key factor for managing innovation in present times; innovation requires a deliberate orchestration of the dichotomy between cultural proximity/cultural diversity; there are specific circumstances where proximity can be beneficial for managers and entrepreneurs. The book will be of value to researchers, academics, managers, and students in the fields of management science, human resource management, innovation studies, and organizational studies.

Cultural Proximity and Organization

\"This book highlights innovative research, theoretical frameworks, and perspectives that are currently being used to guide the practice of leveraging diversity in multiple organizational settings\"--Provided by publisher.

Global diversity management

By the year 2000, 70 percent of new entrants to the workforce will be women and minorities, and only 30 percent will be white, American-born males. Managing Diversity guides readers in their journey to solve diversity's challenges in the workplace. The authors how how to recruit, retain, mentor, and promote diverse employees to eliminate high turnover rates and build cohesive, productive, cross-cultural work teams.

Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts

Scientific Essay from the year 2009 in the subject Business economics - Personnel and Organisation, grade: A (1,0), Anglia Ruskin University, language: English, abstract: Managing Diversity "If we cannot end now our differences, at least we can help make the world safe for diversity." (John F. Kennedy) Diversity – a word that is getting more and more important in today's life. Diversity has always been on earth because people can differ in many ways: gender, age, culture, sexuality or disability and many more. There is no explicit definition about what diversity is. But it is about differences and similarities. About visible and invisible differences. It encompasses acceptance and respect that each individual is unique. It is the exploration of these differences in a safe, positive and nurturing environment. It is about moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual. Diversity is not about removing prejudices, but about recognizing that they exist (Aretz & Hansen, 2002, p. 15). Since issues like alteration, climate change, urbanization and globalization are changing the world every day the world now faces the topic diversity more than ever. The importance of diversity has grown since companies have recognized that diversity can bring a benefit to the company. However, how to manage this diversity became a new problem in today's business life. "It is not enough to get people from different cultures with different ages and genders together it is essential how these people get along with each other and with others, like employees and customers." (Daniel Goeudevert, 20021) Goeudevert's quote shows that managing diversity is more than just mixing diverse people together. The key point is to manage this diversity in the right way to get a benefit out of it. „The basic concept of managing diversity accepts that the workforce consists of a diverse population of people. The diversity consists of visible and non-visible differences which will include factors such as sex, age, background, race, disability, personality and work style. It is founded on the premiss that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilized and in which organizational goals are met." (Kandola & Fullerton, 1998, p. 8) Apart from Kandola and Fullerton there were a lot of definitions of Managing Diversity produced in the last decades. These definitions differ in some ways, but the key point is the same: All authors see a great potential for business in diversity.

Managing Diversity

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