

WE NEED DIVERSITY IN THE WORKPLACE ESSAY

Free Essay: Today's workplace is more diverse than it has ever been in history. While the workforce has made strides in the direction of equality, it is.

Trying to be a lefty was quite challenging for me. There is an importance of having diverse workforce to provide better performance. Diversity is also the common issue in the workforce environment, in some companies employees often get discriminated or misunderstood because of the diverse features. Research stated that the Canadian companies leading the way in the area of diversity management have discovered that by embracing the elements of ethnic and cultural diversity in their workforce they have enhanced their ability to understand and tap new markets, both within Canada and abroad. Maximizing and capitalizing on workplace diversity has become an important issue for management today UCSF. Diversity can include race, ethnicity, sex, religion, disability and sexual orientation discrimination. To understand how diversity affects the work place let us look at four types of diversity--Differences in skill and abilities, Values and attitudes, Occupation differences, and Age Secondly, there are those differences that exist based on group membership for example race, ethnicity, and cultural differences among others Barak, Out breaks of minimum wage, sexualities, gender, and even your skin color affects what diversity a business would want. More organizations have written workforce diversity policies or programs. For this reason, profit and non-profit organizations need to become more diversified to remain competitive. Diversity is categorized into four main categories: organisational, internal, external and personality Why A Diverse Workplace Matters? America is a place with a great diversity of cultures, but sometimes in the workplace cultural values can clash and this paper discusses the why and how of those issues. Instead of inclusivity, diversity can end up causing conflicts, as some staff are reluctant in changing their viewpoints and are less adaptable to change. White male upper class men no longer solely dominate companies. Diversity means differences due to race, gender, ethnic groups, age, personality, tenure, organizational function, educational background, etc. Surprisingly older workers have been found to have been more persistent in finding employment and remaining employed more so than their younger competition McMahon Employee gender, race, religion, sexual preference, physical appearance, family or marital status, education, culture, personality, or tenure establishes diversity in the workplace. Many American based companies could do the same with effective use of diverse human resources The management in these companies will have to change their strategies and follow different guidelines in order to facilitate diversity. The management will have to promote minorities to responsible positions in the workplace instead of only promoting those individuals of the more traditional white-male population. There is an importance of having a diverse workforce in order to provide better performance overall. Perhaps these factors are created by cultural diversity. The purpose to having a diverse workplace is to expand the knowledge and experience of all that are within that company. Also businesses want to send a good image to their customers that they care about everyone even the minority. A similar pattern can be seen on the job. The first usage of ethnicity is attributed to the American Sociologist David Riesman in Not only are people coming from different ethnicities, we are also experiencing a great influx of workers from nations all across the globe The makeup of the U. Gender, racial, and ethnic diversity means different things to different people This involves more than not using crude references; it means using words preferred by the people themselves. In short, they claim, diversity will be good for business. Actively pursuing workplace diversity assists employers to address talent shortages and improve organization effectiveness and productivity by hiring right talent people to fit their needs. It has been predicted that people over the age of 55 will increase in the representation of the American workforce in the next decade. Working in a diverse organization it can give you a taste of the real world, and what you will deal with wherever you go. Corporations in all industries are encouraging minorities, women, elderly workers, people with disabilities as well as foreign workers to join white males in the workplace. But today managers are voicing a Related Documents Managing Diversity in the Workplace Essay are instances, however, when workplace behavior can get out of hand and be inappropriate, causing a rift between employees. Having a multitude of differences in the workforce gives an organization the ability to use many ideas to reach a common goal. Diversity represents all the ways in which individuals are both similar and different. The people of different background, races, religion creates diverse workforce. Diversity at the

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workplace refers to any characteristic that makes people different from one another. Workplace diversity is defined as all characteristics and experiences that defined each employee as individuals, but it can also be misunderstood as discrimination against employees. Confronted with constant change, management, business educators, and organizational consultants continue to meet the challenges of a new and diverse workforce in a number of ways. So what do we mean by discrimination.