

IMPACT OF WORKFORCE DIVERSITY IN ORGANIZATIONS DECEMBER-2013

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ABSTRACT

Workforce Diversity in the field of Human Resource Management (HRM) can be defined as the situation in which employees differ from each other in Race, Age, Gender, Ethnicity, Culture, Language, Personality, Physical Ability, Religions, Sexual Orientation, Nationality, Education, Background, Income, Occupation etc. Workforce Diversity has become impact in all over the world. In this article I have discuss about the diversity in the work place, this study examined the extent to which human resources management Practice were being used in the organizations to manage workforce diversity. This article has focused on the impact of diversity in different workplaces, it provides a general definition for diversity in the workplace and in this article we also have discussed what is the impact of workplace diversity in organizations & institutions.

"Diversity Management" is a strategy to promote the perception, acknowledgement and implementation of diversity in organizations. Successful diversity management will eventually make a huge difference in the communication among employees and the general productivity of the organizations. Organizations need to recognize and manage workforce diversity effectively. The main focus of this article is to empirically assess the relationship between workforce diversity and development organizations. Employees are occupying positions are of importance in opening up to the organizations employees are no more fascinated by the secure, less pain, routine and standardized jobs offered by the education sector and other government owned and control the organizations. Organizational culture is the product of all the organization's features of people, objectives, size, and technology. It is the total shared values, beliefs and habits within an organization's personality. Employees with the higher level education and lower level education in the institutions. Education led to the changes in attitudes the employees. Well educated employees always challenge and question management decisions and implementation of an increase in educating. The Diversity who wants a thorough understanding of the findings on team diversity importance. It is also analyzed extensively the gaps in practical research and theoretical development. The cover how to organizations processes to maximize positive outcomes and to mitigate the negative effects of team diversity. Based on current understanding of diverse work groups, the workforce diversity is harder to build since diverse teams in organizations require significant additional human costs. They assert that a human resources-based case for workforce diversity, which they define as "Impact of workforce diversity in Organizations" is a stronger argument for persuading senior management to embrace workplace diversity and

team workgroups. A review of cross-cultural training: Best practices, guidelines and research needs.

Workforce diversity defines diversity as:-

(1) The representation of multiple groups within a prescribed environment, such as a workplace.

(2) Differences between cultural groups

(3) Respecting cultural differences by recognizing that no one culture is intrinsically superior to another. Further distinguish between primary and secondary dimensions of diversity.

Primary dimensions of diversity include age, ethnicity, gender, physical abilities and race.

Secondary dimensions of diversity are those that can be changed, such as any of religion,

education, marital status, etc. We are working in a multicultural and multigenerational places.

The culture brings different values, beliefs, attitudes and behaviors. Workgroups that are

demographically diverse are likely to be more effective in Workgroup contexts that pursue

growth oriented business strategies than in contexts that do not pursue growth-oriented

business strategies. Workgroups that are demographically diverse are likely to be less

effective in Workgroup contexts that emphasize competition oriented cultures than in

contexts that do not emphasize competition-oriented cultures. Workgroups that are

demographically diverse are likely to be more effective in Workgroup contexts that

emphasize competition oriented cultures than in contexts that do not emphasize competition-

oriented cultures.

KEYWORD: Diversity in Workplaces , Organization Performance , Age, Cultural

Background, Physical Abilities and Disabilities, Race, Religion, Sex, and Sexual Orientation,

Education, Income, Personality Ethnicity , Gender , Language, and National origin diversity ,

Discrimination.
