MGT 412 Module 2 Discussion

Diversity is a characteristic of a group of people where differences exist on one or more relevant dimensions, such as gender (Hitt, 2015). Diversity is about accepting people who are not only different but represent different cultures, generations, ideas, and thinking (Llopis, 2011). It can help a business have a competitive advantage by hiring managers and employees from different ethnic backgrounds (Hitt, 2015). will help an organization better understand a broader customer base (Hitt, 2015).

Individuals can manage diversity effectively by not using foul language or racial slurs around co-workers and be aware of religious beliefs. Example: Many people feel the need to tell jokes around the office, some of them being about sex others about religion, physical disabilities,or race. These jokes may seem harmless, but to a co-worker, it could be very offensive. Individuals that feel uncomfortable as a minority tend to perform poorly and can retaliate or file lawsuits (Hitt, 2015).

Leaders must take ownership of effectively communicating diversity initiatives (Hitt, 2015). An example would be to hold meetings with open communication on diversity issues or sending out newsletters and offer training programs to make the changes necessary effectively.

Organizations must enact a strategic plan to ensure that there are measurable ways in which diversity will contribute to the strategic goals, directions, and methods of the organization (Hitt, 2015). An example of this would be hiring the right individuals to give your organization the diversity you desire to provide you with a competitive edge.

References

Hitt, M. A., Miller, C. C., & Colella, A. (2015).Organizational diversity Organizational behavior (4th ed.) Hoboken, NJ: Wiley

Llopis, G. (2011, June 13th). Diversity Management Is the Key to Growth: Make It Authentic. Retrieved from Forbes: https://www.forbes.com/sites/glennllopis/2011/06/13diversity-management-is-the-key-to-growth-make-it-authentic/#4c5ed6566f3