Company Profile Analysis

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Delta Corporation is a small family owned business that started in 1998. It deals in the components of computer systems especially computer discs, hard drives, optical drives, backup devices, etc. Delta Corporations quickly ascended the stairs of progress and prosperity due to its innovative strategies and inclusion of cutting edge technologies to its operations. One of another reason for its success is its workforce. Delta Technologies employs intelligent and hardworking individuals who can keep up with the fast pace of the organization and can help it in achieving its goals. Another factor that contributes to the success and prosperity of the company is its hierarchal structure. The company has an elaborated and clear structure or hierarchy which clearly defines the chain of command, which helps the employees in reporting and taking instructions.

Although, Delta Corporation is successfully running its operations and touching new skies, but still there are certain shortcomings that need to be looked after; otherwise the company can be devoid of some real talent in the market. While looking at the company profile, if found some serious laggings in the workforce of the company which needs to be immediately addressed.

The first and most striking issue in the workforce of the company is the lack of diversity in the workforce. It has significantly been observed that the company is showing gender discrimination while recruiting employees. There are currently only two employees in the company who are females, Rest of the employees working in the company are males.

Another issue that exists in the current workforce of Delta Corporation is racial discrimination. Most of the workers working in Delta Corporation are white, and the ratio of individuals from other races or ethnicities is very low as compared to them. At present, there are only two employees who are African-American and Asian American. This number is very discouraging for potential job seekers in the market.

One more trend that has been observed is the hiring of such employees who do not have a big family. Although this trend is not much strong, still, I have noted that most employees do not have any dependents or if they have, they are only one or two.

The diversity is a big issue in any organization. Diversity guarantees the success and prosperity of any company. Th4e more diverse workforce, higher will be the quality of work. A more diverse workforce will guarantee more creative ideas and more innovative ways of working (Adams & Bell, 2016). A diverse workforce helps in creating a cultural balance in the company; different people from various backgrounds come together to share values, and the positive values from many ethnicities and nationalities combine together to create a positive and inspiring image of the company (Banks, 2015).

In my opinion, Delta Corporation should pay special heed to its diversity issues and try to resolve them at the first priority. The company should design more strategies in order to recruit more and more female employees, so that the female candidates may also feel encouraged to apply. In this way, the organization can also gain a status of equal opportunity employer and can have a good will in the employer market. Moreover, Delta corporations should pay special focus in recruiting employees from multiple races and ethnicities so that it may not give an impression of being a racist employer. It will also help the company in attaining a well-balanced and rich culture, full of different values from various cultures, which will reflect the positive norms of each culture. By following these simple practices, Delta technology can overcome its issues related to diversity and create a much better and productive workforce.

**References**

Adams, M., & Bell, L. A. (Eds.). (2016). *Teaching for diversity and social justice*. Routledge.

Banks, J. A. (2015). *Cultural diversity and education*. Routledge.