Homework

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Organizational Symbols: Culture in Action

**Role of Diversity in Organizational Culture**

As the organizational culture of GAP Inc. is pervasive and comprehensive, also they cherish the innovations and suggestions from all areas of the society, so it is perceived as the most diverse and open organization. It's open for all humanity, regardless of their gender, race, caste, creed or ethnicity. They hire employees as well as their strategic partners are from all around the world, despite their backgrounds. Diversification in the culture of GAP has benefitted their organization ever since. It helped them in maintaining a national and international market in almost every sector and region of society. The vision about no discrimination and difference for anyone, whether it is a customer or employee, has made GAP a valuable and succeeding company.

**Diversity Being a Part of Organizational Culture**

I perceive diversity to be the essential element of an organization's culture. It is effective in the working of an organization in numerous ways, either positive or negative. If not managed well, the cultural diversification of the company may lead to the ruining of the company and its goals (Bolman, & Deal, 2017). The challenges may relate to the change in the nature of the workplace, causing discrimination and thus stress in the employees, therefore, increasing the turnover rate. The goals of an organization are ultimately doomed to failure where there is unrest in the organizational working. However, in a well-managed organization like GAP Inc. it has positive impacts like improvement in retention and reduction in the cost of turnover. They remain focused and loyal to the company who values them irrespective of their gender, backgrounds or cultures (YouTube). By learning and understanding the differences, a company grows its organizational culture and framework. It also helps the company in recruiting the most qualified workers from all over the world.

**References**

Bolman, L. G., & Deal, T. E. (2017). *Reframing organizations: Artistry, choice, and leadership*. John Wiley & Sons.

*How diversity makes teams more innovative | Rocío Lorenzo*. (2019). *YouTube*. Retrieved from https://www.youtube.com/watch?v=lPtPG2lAmm4