Discussion Post

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**Introduction**

Diversity is the growing reality of today’s organizational setting that can never be ignored. The management needs to consider diversity as the blessing and obtain maximum benefits from this approach. The phenomenon of organizational diversity in workplace settings refers to employee workforce and the volume of diversity. Diversity is defined as the consideration of the difference in various personal characteristics such as gender, race, age, marital status, ethnic origin, religion, and many other qualities (Chrobot-Mason & Aramovich, 2013). Here the central focus is to critically examine the influence of diversity on organizational performance and also recognize current major diversity concerns.

**Discussion**

Today, successful handling of workplace diversity is ranked as one primary aspect of organizational success. Corporate organizations are keen to ensure successful management of workplace diversity and attain better outcomes concerning to overall organizational performance. It is also noteworthy to mention that managing workplace diversity is not an easy task for management as it requires the necessary attention. There are many issues related to the practical consideration of workplace diversity (Bond & Haynes, 2014). Undoubtedly, it is difficult for employees to successfully embrace the differences and working to achieve collective organizational objectives.

           The benefits of workplace diversity can never be fully achieved without understanding the actual perspective of workplace diversity. The central idea of diversity integrates values and behaviors concerning acceptance and cooperation. The goal of workplace diversity can only be successfully considered when there is an understanding that every individual is unique and different from others (Patrick & Kumar, 2012). The embracing approach of diversity requires consideration of valuable extents of diversity in an organizational context. Currently, the prospect of business competitiveness is closely linked with the organization's ability to embrace workplace diversity and focus on its advantages successfully. This form of realization eventually helps organizations to deal with the current challenges of workplace diversity successfully.

The management needs to consider various dynamics of the broad idea of workplace diversity. It is critical to consider that the concept of diversity is not limited to prevailing differences in case of race, gender, religion, but it also prevails due to different ideas, thoughts, and values (Armstrong et al., 2010). Proper consideration of workplace diversity is characterized as one major source to increase organizational performance. Diversity is one preferable practical approach to achieve improved forms of motivation, innovation, talent retention in the workplace setting. Diverse ideas shared by different employees eventually provides diverse options to the management to ensure the successful implications of new ideas (McMahon, 2010). The desired form of innovation in an organizational setting is possible by adopting the idea of organizational diversity. A diverse workforce brings different capabilities and ideas to transform organizational goals into reality effectively and effectively.

           Identification of possible diversity issues is also mandatory to successfully utilize the prospect of workplace diversity. Workplace diversity is one challenging condition for the management that requires necessary attention. Language and communication are recognized as a major barrier concerning the approach of workplace diversity (Mazur, 2010). The difference in language sometimes makes it difficult for diverse workers to correctly understand their job tasks and perform according to organizational needs. Appropriate accommodation of beliefs is another challenging aspect prevails in case of workplace diversity. The business organization needs to ensure strict compliance when it comes to embrace and respect the beliefs of all the employees. Acceptance of others' beliefs and thoughts is a necessary condition to prevent disputes and get advantages from the idea of workplace diversity.

**Conclusion**

In concluding remarks, it is significant to mention that proper adoption of workplace diversity is necessary to condition to achieve the objective of competitiveness. The management needs to use the phenomenon of employees’ differences as the strength and their competencies to increase overall organizational performance. The organizational growth is possible by embracing differences of individuals and focuses on their working potentials.

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