Diversity in the Work Place

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**Diversity**

Diversity is the collaboration of individuals from different corners and cultures of the world that collectively work in the workplace. In my view, diversity means to be able to learn from people from different walks of life that include differences in culture of the people, educational level and background. In the workplace, one has a huge opportunity to learn new things and skills by working with a group of diverse individuals as well as diversity is the approach that benefits the workplace and organization as well (Velten, and Conrad, P.P. 108-110).

**Causes of Increasing Workplace Diversity**

There are different causes that lead to increase workplace diversity. But the level of significance exists almost everywhere. Hence some of the main and major causes of increasing workplace diversity are;

**Globalization:** Globalization is the most known and common way and approach that brought the community closer and led to increasing diversity.

**Size:** The workforce size and the presence of companies in different regions and location has led to increasing diversity.

**Geography:** The use of own local workforce for production to satisfy cost benefits by companies operating in many regions becomes a cause diversity increase.

**Advantages and Disadvantages of Workplace Diversity**

Some of the key advantages and disadvantages of workplace diversity are as follows.

**Advantages**

* Diversity leads to better operational, business, and financial results for the company by capturing better talent.
* It leads and enables the organization for a global level competition.
* Diversity contributes to enhancing innovative and creative thinking and cultural understanding (Jackson, and Marian, N.P).

**Disadvantages**

* Diversity sometimes leads to difficulty in transitioning.
* Diversity makes human management complex up to an extent.

**How Can Companies Prepare Employees To Work Effectively In A Diverse Workforce?**

There are many ways that companies use to prepare employees to work in an effective way in a diverse workforce. Some of the strategies that the companies use are;

1. They empower and educate management to encourage employees to accept and support diversity
2. Develop diversity supportive policies for the workplace development
3. Ensures providing a diverse range of opportunities for employee engagement and learning.

**Change by Increased Diversity for Human Resources**

Workplace diversity and increase in it leads to bring different changes for the human resource department and concerns. Specifically, the changes that have been brought by the increased diversity in the workplace mainly include the development of policies to meet the management of diverse individuals and teams as well as requires the human resource and HR management to motivate employee to accept and enhance relationships and teamwork to benefits others and oneself (Velten, and Conrad, P.P. 108-110). Further, increased diversity also brings changes in record-keeping, training, and development, and hiring staff members.

**Difference between Diversity and Inclusion**

The concept of diversity and inclusion can be found similar up to an extent as well as it can be found mixed up by a number of people in and outside organizations. But in many terms, these concepts differ from one another up to a high extent.

Diversity means accepting and welcoming differences in the workplace. This includes accepting and welcoming individuals from different regions, values, backgrounds, and cultures that have different skills and expertise as well. While on the other side, inclusion is a fair chance where an environment is developed and promoted by the organization where the employee is treated equally and fairly and provided equal opportunities in every way (Aquino, Eira, and Robert, N.P).

**Diversity Application in the Workplace**

Diversity applies in the workplace in a way by assuring the process of listening to everyone, ensuring training and development to employees that lead to enhancing diversity, and supporting and promoting task sharing and understanding.

**References**

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