Annotated Bibliography

[Name of the Writer]

[Name of the Institution]

Annotated Bibliography

Roberson, Q. M. (2019). Diversity in the Workplace: A Review, Synthesis, and Future Research Agenda. *Annual Review of Organizational Psychology and Organizational Behavior*, *6*, 69-88..

According to Roberson, (2019), diversity is considered as a competitive advantage , which includes cultures, styles, skills, education, and ways of seeing the world. This becomes an opportunity for those recent graduates who seek to increase their professional development and find flexible work environments. Diversity in an organization is about creating an organizational culture strong enough to understand differences of any kind , with programs that ensure the well-being of employees, and where there is an environment in which communication is open and effective.

This source is applicable to my reseach paper. This is credible source as it is selected from journal peer reviewed section. This source is recent because it was published in the year of 2019. This source is reliable because it is selected from peer reviewed article..

Villesèche, F., Muhr, S. L., & Holck, L. (2018). Diversity Management: Invisible Identities. In *Diversity and Identity in the Workplace* (pp. 9-27). Palgrave Pivot, Cham.

In the article entitled, “Diversity Management: Invisible Identities. In Diversity and Identity in the Workplace” the author explains the concept of diversity in detail. This article explains that oeople from diverse cultures can offer a selection of different talents, skills and experiences, which can be of benefit to the organization and their performance at work. Although some crossover skills may be beneficial when it comes to helping others, it is important to hire people with the necessary skills to adapt to each of the functions within the company. A variety of skills and experiences among the team also means that employees can learn from each other.

This article is reliable and relevant to my research paper. This article covers the different dynamics applied in diversity. This article also reliable as it is selected from scholarly article. I will use its data analysis for finding my results.

Bamel, U. K., Paul, H., & Bamel, N. (2018). Managing workplace diversity through organizational climate. In Flexibility in Resource Management (pp. 87-97). Springer, Singapore.

Bamel, U. K., Paul, H., & Bamel, N. (2018) in their article explains the managing of diversity. Diversity in the workplace not only refers to differences between employees, but also to their acceptance at work. The diversity training is a part essential to raise awareness and environment cohesive work. Diversity training in the workplace is an investment in employees, and therefore, in the company. Cultural awareness acts as a bridge between employees, endowing them with cultural sensitivity in religion, ethnicity, sex, background, sexual orientation, disabilities and age.

The training benefits the company by allowing employees to build healthy working relationships, as well as reducing harassment and discrimination at work, acting as a resource to unite, among others, groups of different sex. The training acts to turn satisfied employees into passionate employees, comfortable in the workplace, reducing pressures not related to it. At the same time, the quality of the work done by the employees improves. It produces a happier staff, increasing productivity. The source is relevant, as it tends to focus on an aspect of the workplace and workforce diversity. This article is credible as it is reviewed by scholars.

Bursell, M., & Jansson, F. (2018). Diversity preferences among employees and ethnoracial workplace segregation. *Social science research*, *74*, 62-76..

In the article entitled, “Diversity preferences among employees and ethnoracial workplace segregation” explains that employees are more likely to feel comfortable and happy in an environment where inclusion is a priority. Equality in the workplace is important to encourage workers of all backgrounds to feel confident in their abilities to achieve the best possible. The higher the morale of the team, the more productive employees are. diversity in the workplace is often met with resistance from certain groups of employees. For diversity to thrive, the management team must be able to detect such resistance and put an end to it. The resistances can also be presented in different ways and obey different behaviors.

This is relevant to my research paper as it explains that diversity can manifest themselves thinking that certain benefits are granted to certain people, regardless of their work, or that promotions are made to meet a certain quota. Some employees are frustrated by the requirement to be politically correct and, although they participate in diversity training, they feel cautious in relation to the process and are probably even against it, decreasing the chances of success throughout the team .

Barak, M. E. M. (2016). Managing diversity: Toward a globally inclusive workplace. Sage Publications.

In the article entitled, “Managing diversity” by Barak explains that the diversity management policy recognizes that workers differ from each other, and these differences, if managed correctly, will contribute to a more qualified and efficient performance of work. This policy does not focus exclusively on discrimination, on the contrary, it focuses on understanding the differences between people. This source is reliable, as the article is published in a reputed research and academic journal, i.e., Saga publication. Managing diversity is a concept that recognizes the benefits of differences. It differs from the equality of opportunity policy, which aims to create barriers to discrimination.