Workplace diversity can help develop a multi-talented workforce with diversified skills that can perform organizational tasks with high level efficiency, optimization and creativity.

Diversity at the workplace is the most important aspect of the organization. As economic growth and demographic growth in the US region grows, organizations increasingly think about whether their workforce reflects the diversity of the society they serve. As stakeholders in the health sector, we must be able to work with regard to the huge range of languages, religions, customs, traditions, worldviews and values, especially as more and more patients in our region actively make decisions regarding their health. Versatile thinking and unusual thinking inspire many-sided discussions and originality, which helps change fresh thoughts into eloquent inventions (Triandis, et.al.1994). This philosophy permits us to investigate and impartially explore new solutions to meet unmet health needs. Workplace diversity can help develop a multi-talented workforce with diversified skills that can perform organizational tasks with high level efficiency, optimization and creativity.

When it talks to cultural changes in the workplace, we are no longer discussing why we need such changes, but talking about how we can effectively use this variety in order to reach our full possible, changing the lives of patients (Cunningham, 2019). There is no longer any doubt that cultural differences stimulate innovation and improve the practical performance of companies. Numerous studies have confirmed that the results of companies that incorporate cultural diversity and inclusion in their activities are superior to those of competitors.

Technology: the myth that older workers are not likely to learn to use new technologies is wrong! Seasoned workers like to learn and are open to training and using technology (Thomas, 2005). Loyalty: Seasoned workers seem more dedicated and want to work for a company, which is a plus for customers who like to establish a relationship with a consultant they can rely on for years. Effectiveness and credibility: In terms of efficiency, three-quarters of the pharmacists-managers aged over 60 hired as assistant were still employed five years later. As well, many employers find that experienced workers help them build relationships with older clients by sharing their work history (Pugh, et.al. 2008).

The acceptance and tolerance among employees produces a greater effectiveness in productivity because it results in a greater impetus to perform daily tasks and thus have a healthy work environment, in which employees in the areas in which it is practiced diversity or throughout the company, feel comfortable and eager to work, because several times the staff that feels rejected or to some extent discriminated, attends their work with little desire to work with little character and little joy and that gives, as a consequence, poor job performance. In US culture, achieving a balance between different parts of a group is much more important than recognizing the uniqueness of the individual.

To some extent, this idea is due to the teachings of Confucius on the achievement of harmony in terms of diversity. Given this, diversity can create adverse conditions and even destabilization in a region that seeks harmony. Full acceptance of diversity means that sometimes we will not be able to make decisions quickly enough, and we may have to force ourselves to adjust as we change our working methods (Konrad, 2003). The harmonization of diversity means providing an opportunity for healthy dissent and curiosity to prevail in the search for new ideas. For those of us who grew up in a more homogeneous environment, it is especially important to allow a constructive conflict that can lead to a discussion. People should feel that they can freely and without fear of condemnation express different points of view in a circle of people respecting each other. At that moment, when someone's atypical idea or unconventional way causes an awkward silence, we need to stop, listen and delve into this opportunity.

To conclude, diversity at the workplace is the most important aspect of the organization. In the similar means that it can be claimed that increasing diversity is helpful for society, organizations have also derived to the conclusion that diversity is good business exercise. Finally, by practicing an inclusive recruitment strategy, a businessman has a workforce that truly reflects the world outside the company and, at the same time, the profile of customers.

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