MANAGEMENT OF WORKFORCE DIVERSITY
CRITICAL ANALYSES OF LITERATURE

ANKITA SAXENA

LECTURER, ANAND ENGINEERING COLLEGE
ANAND ENGINEERING COLLEGE, KEETHAM AGRA-MATHURA ROAD, AGRA.

ABSTRACT

Workforce diversity means similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, gender, and sexual orientation. No two humans are alike. People are different in not only gender, culture, race, social and psychological characteristics but also in their perspectives and prejudices. Society had discriminated on these aspects for centuries. Diversity makes the work force heterogeneous. "Culture is a set of rules or standards that, when acted upon by the members of a society, produce behavior that falls within a range of variance the members consider proper and acceptable." This paper critically analyses the cultural diversity and its impact on interpersonal relationships among employees. The researcher after examining the literature and various research papers, concluded that workforce diversity is strength for any organization but people still stick to their views related to caste, religion etc and so consider diversity as a problem.

KEY WORDS: Culture, Diversity, Interpersonal relations, Workforce.