IMPACT OF WORKPLACE DIVERSITY ON THE PERFORMANCE OF THE ORGANIZATIONS

HARPREET KAUR RAKHRA

ASSISTANT PROFESSOR

JAGANNATH INSTITUTE OF MANAGEMENT STUDIES,

AFFILIATED BY GGSIPU, DWARKA, DELHI, INDIA.

ABSTRACT

The paper attempts to throw some light on the challenges that arise at a workplace due to diverse workforce and how they can be coped with. Diversity refers to the differences among people in an organization in terms of gender, age, personality, education, geographic region, lifestyle origin among others. Managing diversity ensures that there is no effect of this diversity on the productivity of the employee. This paper investigates the reasons for this diversity how it affects the productivity of the employee and the measures through which it can be curbed so that the productivity is not hampered and the employees are able to work in a safe and supportive environment. The diversity whether it is in form of gender, culture, education background or any other influence the life of the employees which in turn greatly affects how he works and behaves at his workplace. It is a well established fact that diversity does cause a problem in the organizations. Many organizations in developed countries like U.S and Canada have large chunk of employees who belong to different other nationalities or cultural background. This fact pushes the need to study this concept even more as productivity remains an important issue in the companies.

KEYWORDS: workplace diversity, diversity management.

References

- Cheah, April 20, 2013, “Why Workplace Diversity Is Important For Every Organization” retrieved from

- Reddy, February 14, 2018 “Pros and Cons of Age Diversity at the Workplace” retrieved from https://content.wisestep.com/pros-cons-age-diversity-workplace/
- Green, Lopez, Wysocki, Kepner, Farnsworth, Clark (2002), Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tools, Food and Resource Economics Department 1-3
- Alexehimare and Oghene (2011) The Impact of Workforce Diversity on Organizational Effectiveness: A Study Of A Nigerian Bank, Annals Of The University Of Petrosani, Economics, 93-110
- Stazyk, Davis and Liang (2012), Examining The Links Between Workforce Diversity, Organizational Goal Clarity And Job Satisfaction, prepared for Annual Meeting and Exhibition of the American Political Science Association, 1-35
- Patrick and Rajkumar, (2012), Managing Workplace Diversity: Issues and Challenges, document from journals.sagepub.com, 1-15
- Mason and Aramovich (2013), The Psychological Benefits of Creating an Affirming Climate for Workplace Diversity, document from journals.sagepub.com, 659-689


Kundu and Mor, (2017), Workforce diversity and organizational performance: a study of IT industry in India, document from *www.emeraldinsight.com*, 160-183