

WORKFORCE DIVERSITY: IMPACT ON ORGANISATION ENVIRONMENT

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ABSTRACT

Change is the law of nature. This is a universal fact that if a person does not change according to time, his survival will be quite difficult. The same is the case in respect of the corporate world in the present era of globalisation, because this affords new avenues and also enables to keep pace with the international competition and the technological advancements. However, in the present scenario of globalisation, this can only be possible with the Workforce Diversity so as to acquire and utilize the variety of talents in a proper value system beyond the boundaries of race, religion, gender, income, geography and other. Workforce diversity consisting individuals with demographical and psychological profiles is certainly a very useful asset for the organisation. Diversity represents the multitude of individual differences that exist among people. At the same time, the diversity also affords multiple talents among the people of diverse backgrounds. It directly affects the culture and traditions of the organization. However, it is quite difficult for the organisation to manage the diversified people at a single platform for achieving their desired targets with least possible complications and problems. Managing diversity entails enabling people to perform with their utmost potential and zeal. The concept of workforce diversity is based on the assumption that everyone in the organisation, including the individuals who are not members of the dominant group of the workers must assimilate and interact with each other towards the common objectives of the organisation in such a manner that their diversity may prove to be an asset rather than an obstacle for the organisation. Managing workforce diversity is, therefore, the most challenging task for the managers.

KEYWORDS: *Diversity, Workforce Diversity, Diversity and Economic Facts*