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Culture and Diversity

The recent years have seen companies and organizations deal with workplace diversity. Essentially, they are dealing with employees from different cultural background. Increased workplace diversity can be attributed to increased globalization that has resulted in people travelling from one country to another in search for greener pastures. For instance, people are migrating from their home country to other countries in search for employment opportunities or business. Workplace diversity has created both opportunities and challenges. Essentially, managers can easily capitalize on the same to ensure their organizations achieve a competitive edge. However, they also encounter some challenges trying to manage a diverse workforce. Many scholars have researched the topic of culture and diversity. Their findings have been used by managers to ensure effective management of a diverse workforce. This paper intends to examine two sources that are related to the issue of culture and diversity.

Cultural Diversity in the Workplace by Richard T Alpert

The article “Cultural diversity in the Workplace” was written by Richard T Alpert. Basically, the author focuses on the strategies managers in organizations can employ to deal with cultural diversity. Specifically, four strategies have been explored by the author. As mentioned in the introduction, there are managers that find it problematic or challenging to handle cultural diversity in the workplace. The information provided in the paper can be used by such managers to effectively manage people from different cultural background. In the same regard, the author provides information on some of the opportunities of benefits that an employer is likely to enjoy as a result of applying the strategies. The article has been developed at a time when many employers are dealing with workplace diversity. Essentially, the author ensured perfect timing.

The main aspects of the topics that have been analysed in the article are culture and diversity. It is evident that the author provides an account in regards to how people from different cultures behave. For instance, he states that the United States is considered an individualistic society. The source also provides an account in relation to how cultural diversity affects workplaces. Clearly, an individual can be able to gain some knowledge on culture and diversity after reading the paper. However, the issue of information gap is evident. Particularly, the strategies that can be employed by managers to deal with cultural diversity are insufficient. The author only focuses on four aspects of different cultures including communication, team-building, time, and calendars. There are other aspects of culture that can be used in the development of effective strategies to manage cultural diversity in the workplace.

The manager's or employer's perspective is dominant in the source. Specifically, the author stipulates the strategies that can be applied by managers or employers to handle cultural diversity in the workplace. For instance, it is essential for the management to learn how to communicate with people from different cultures considering the fact that the strategies are varied. Generally, other perspectives are marginalized in the source. For instance, the author fails to state the strategies used to manage diversity in the workplace from an employee's perspective. Research has shown that employees also encounter some challenges trying to adapt or work with people from other cultures. As such, they also require enlightenment on how to handle culture and diversity. For instance, they may require information in regards to how to work with people from diverse backgrounds without encountering major problems. Societal perspective is also marginalized. The society is also affected by cultural diversity in workplaces considering the fact that this also affects people interacts with one another in the society. As such, the author ought to have provided some information relating to the same.

The source can come in handy when trying to establish strategies that will lead to effective management of a diverse workforce. One can be able to understand how people from a certain culture communicate. Similarly, one can appreciate the fact that people from different cultures have different views in relation to team-building. Equally, the information provided in the source can be used to deal with different challenges that arise in the workplace as a result of cultural differences. For example, misunderstandings caused by different communication styles or perception towards team building can be eliminated. It is evident that people from different cultures communicate differently. Essentially, it is imperative for people to adapt their communication strategies to the culture they may be dealing with as opposed maintaining their own views. This can also help in eliminating the challenges encountered by people when trying to communicate across cultures.

The Rise of Religious Diversity in the Workplace

The article “The Rise of Religious Diversity in the Workplace” was written Forbes Custom. The author seeks to establish some of the strategies employed by companies and organizations to deal with religious diversity. Specifically, Forbes provides an account in regards to how organizations have accommodated religious differences in their workplace. In the same regard, the source provides some of the benefits associated with accommodating religious differences. For instance, it is evident that the accommodation can result in organizations finding it easy to reduce employee turnover considering the fact that employees develop emotional attachment to the organization in question. Consequently, the author accounts for some of the challenges that may be associated with accommodating religious differences. The author also provides information on the legal aspects of religious diversity in the workplace. Such

information is important considering the fact that it enables the management in a company to avoid lawsuits for failing to accommodate different religions in their workplaces.

The source focuses on culture. The main cultural aspect under discussion is religion. The recent years have also seen companies dealing with people who confess different religions. In particular, they have been dealing with Christians, Buddhism, and Islam among other religions. The information provided in the source is comprehensive to some extent. However, the issue of information gap is also evident. Specifically, the author fails to consider different aspects of religious diversity. There are also other strategies that can be employed by the management in an organization to deal with religious diversity that the author fails to consider. All in all, the source realizes its goal. Three major strategies applied by over 550 companies to handle religious diversity have been discussed.

The source provides strategies used to handle religious diversity from a manager's perspective. In particular, the source is more beneficial to managers dealing with problems associated with religious diversity. It is evident that managers in different companies ensure they consider employees beliefs when planning daily events. Equally, there are those that allow religious decoration in some workplaces while other offer flexible scheduling with an aim of accommodating religious practices. Other perspectives have been marginalized. In particular, the source marginalizes employees' perspective. Employees also encounter challenges trying to work with people that confess different religions. This can be attributed to the fact that their beliefs are varied. With this being the case, the way they perceive things may be different of varied. The societal perspective is also marginalized. Basically, the author ought to have provided some information in relation to how the society plays a role in handling the issue of religious diversity.

The source can also be used to handle some cultural diversity issues facing companies. Specifically, it can be used to handle religious diversity to ensure the creation of a work environment where employees find it easy to work with one another despite their differences. For instance, the management can understand some of the mistakes it make, hence its inability to handle religious diversity with ease. As such, it can be able to avoid the mistakes. As a result, it can create a work environment where all religions are accommodated. Correspondingly, the management can understand some of the rules and regulations that govern religion diversity in workplaces. This also implies that the management can also use the same information to avoid legal issues. For instance, they can avoid failing to accommodate different religious beliefs not unless this creates undue hardship in business. It is also evident that the source is useful when trying to ensure an organization does not encounter legal problems as a result of failing to accommodate different religious practices embraced by employees.

Reference:

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