**Cultural Diversity at Workplace**

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Cultural diversity refers to the ability to value the differences between two cultures. It could also refer to the presence of people from different places or regions being accommodated in a place where they live in harmony. A workplace is one of the places where people from different cultures can meet and interact. With internationalization becoming a significant concern in organizations, people from different ethnicities, religions, and backgrounds are coming together at workplaces. The kind of workforce that is found in an organization is equally becoming a key factor for its competitiveness since organizations are now required to be more inclusive. Therefore, the Global market has made cultural diversity an issue of concern in workplaces, requiring recruiters, managers, and fellow workmates to be aware of and accommodate the issue despite present challenges.

Workplace diversity and its effectiveness in enhancing business begin at the top. People like managers and their perspectives on cultural diversity greatly impact how their subordinates handle the issue. If their actions exhibit positive attitudes, their employees' beliefs and behaviors are bound to be responsive to different cultures, promoting a positive working environment (Morris, 2023). In organizations where cultural diversity is managed well, it is highly likely that performance corresponds with good management. Companies like Sony and Matsushita are recognized to have good cultural diversity management in their workforce, and this is reflected in their performance. Sony, for instance, sells 80% of their products overseas (Raewf & Mahmood, 2021). That is because cultural diversity has promoted acceptance in other areas. It is, therefore, clear that workforce diversity comes from management decisions, and when embraced, it brings benefits.

When talking of cultural diversity, it stems back to the recruitment process. That is where managers and recruiters ensure that they have a culturally diverse workforce. In a business environment that has embraced globalization so much, including people from different backgrounds is key. Therefore, a hiring process can be described as being culturally diverse only if people from different backgrounds are given the same chances and privileges and marginalization is not focused on (Morris, 2023). Skilled employees who are fit for the opportunities can be hired with an equal opportunity system put in place. Globalization also means that people are moving and countries are beginning to be more culturally diverse. That means recruiting culturally diverse employees is even beneficial to organizations. Bi-lingual and bi-cultural staff is bound to interact with different customers, especially from their own backgrounds. That amplifies clients' experiences and, in turn, creates good relations (Gide et al., 2021). The recruitment of a culturally diverse workshop is, therefore, equally of a benefit to the organization, just as it helps keep up with the rapidly growing dynamics of the business world.

Embracing and handling the growing issue of cultural diversity also helps boost efficiency in the workplace. The key factors that ensure that employees in workplaces are culturally sensitive and accommodate one another revolve around sensitizing every one of the issue. Acknowledging culturally diverse people in workplaces is important (Morris, 2023). With the knowledge of the different people in a certain workplace, it is easier for employees to effectively relate to one another and work in harmony. Interventions like increasing sensitivity training can help in ensuring workers are informed. Here, employees are sensitized on comprehension of their own cultural differences with others and how to understand one another. Important aspects like acceptable vocabulary, communication skills, strategies against discrimination, and proper ways of giving instructions are included in such training (Raewf & Mahmood, 2021). The overall goal is to ensure that people understand the differences they have and can effectively interact with each other without upsetting or negatively impacting one another.

Workforce diversity is also faced with challenges despite its increasing need and the enormous benefits it presents to employers and employees. Research done on culturally and linguistically different nurses in Australia showed that they have challenges like discrimination and language barriers at their workplaces (Gide et al., 2021). In a country like Australia, which is one of the most culturally diverse countries in the world, such challenges ought to be non-existent. However, they are present and are exhibited as an issue of a diverse workforce. That is to mean it is an issue that is experienced widely, especially where organizations outsource diversity from immigrants. An uncooperative working environment and resistance to change from some of the employees might also pause as a challenge to adopting a culturally different workforce (Raewf & Mahmood, 2021). That is especially felt by natives of a certain country where organizations are based and their refusal to adapt to changes and inclusion of other cultures. Although these are existing challenges that can be encountered, good management is often able to curb the situation and promote sensitivity.

Cultural diversity in the workplace is rapidly becoming an important contributor to the growth of organizations. Therefore, the recruitment process, management, and working environments should be prepared to embrace the phenomenon. Although with challenges, it is possible to maneuver the issue and create a culturally diverse workplace. Countries are becoming more culturally diverse because of migrations of people to different parts of the world, technologies that allow remote operations, and workforce import. That means that culturally diverse people are bound to be found in organizations where equal opportunities are offered, and there needs to be a system that effectively deals with it.

**References**

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