Diversity of an organization

Name

Institution affiliation

Professor

Course

Name

**An organization is a collection of people who work together to achieve similar goals, whereas a diversified organization is characterized by a wide range of characteristics. Humans are the most significant aspect of making an organization more diverse. Below is an article that explains what causes an organization to become more diverse and some of the common challenges that arise as an organization becomes more varied.**

**Because the degree of education of the people in an organization determines the quality and efficiency of the organization, people with different levels of education are employed in an organization to demonstrate a great deal of variation in the organization. Through economic development, education contributes to an organization's success. Managers in a business are trained on how to create a strategy plan in order to manage employees with varying credentials and levels of education. Organizations should offer workshops and conferences to instruct newly hired employees on the skills needed for optimal production in their firm. People with varying levels of education bring more creative ideas to the firm, causing the employer to offer more solutions. Because of the fresh ideas and processes introduced into a business, the employer is able to provide additional solutions to clients.**

**Ethnicity is another component that contributes to an organization's diversity. This occurs when the bulk of a team's members come from various languages, societies, and ancestors. People of diverse ethnicities are effective at completing tasks that demand a wide range of competencies because they exploit their diversity to accomplish their goals. It is apparent that when a company hires people from different ethnic backgrounds and promotes common language and unity inside the organization, the organization becomes more diversified, efficient, and productive. An organization's management should endeavor to make people of diverse languages, genders, and societies feel comfortable working inside the business and to ensure that there is no prejudice among employees, despite the fact that hiring and promoting people on merit rather than gender and ethnicity makes the organization more diverse. Again, people from diverse groups cross-pollinate with one another, resulting in enhanced innovation inside an organization and a range of alternatives for achieving a similar goal. Their ethnicity. Managers should give all employees equal opportunities to succeed.**

**An organization's culture can increase its diversity. The values, rules, traditions, and beliefs that govern a group of individuals in an organization are referred to as culture. An organization's culture should be created by everyone within the organization. An organization's management should allow everyone to bring in positive concepts that can help the organization perform better. The creator of an organization should be on the front lines of bringing in ideas that can lead to the organization's success and diversity. When people with the same culture in an organization are put together to do a specific activity, they will do so effectively and efficiently.**

**Communication issues: a more diverse organization composed of people from different languages, ethnic groups, and educational levels contributes to difficulty in communication, resulting in slower decision-making and thus inefficiency in an organization when performing a task. Discrimination can also be caused by communication difficulties. Communication challenges: a more varied organization made up of employees from different languages, ethnic groups, and educational levels makes communication more difficult, resulting in delayed decision-making and consequently inefficiency in an organization when performing a task. Communication issues might also lead to discrimination.**

**Cultural misunderstandings: People in an organization come from different ethnic groups and have different cultures, so the ideas they bring to the organization differ from one another, resulting in cultural misunderstandings, which contribute to poor work performance in an organization. This is because when people from different cultures are placed together to execute a specific activity, they struggle to complete it perfectly, pulling down the organization.**

**In a nutshell, it is apparent that education, ethnicity, and culture are the most important aspects contributing to an organization's diversity. Different levels of education, ethnicity, and culture may all contribute to organizational diversity, either positively or negatively. When they negatively contribute to an organization's diversity, there is an epidemic of common issues. These prevalent concerns include issues with communication, which leads to slower decision-making and prejudice, and cultural misunderstandings within a business.**

Tamunomiebi, M. D. (2019, March 9). Diversity and Ethical Issues in the Organizations. Retrieved July 20, 2023, from https://doi.org/10.6007/ijarbss/v9-i2/5620