

# Example of research paper on historical issues of different races in the workplace...

[Business](#), [Employee](#)



## **Abstract**

In the workplace diversity can be viewed as all actions that show acknowledgement, valuing, and appreciating differences among coworkers. This is in regard to various factors such as age, gender, physical abilities, race, sexual orientation, education background and spiritual practices. The focus here is on racial diversity and the particular issues that are experienced in the day to day work environment. The efficiency and profitability of the company is directly affected by how well they handle this issue. The supervisors have the responsibility of addressing this issue and can adopt several techniques that yield good results in increasing employee morale and eliminating work place tension.

There are racial diversity issues that create tensions among the different groups in a workplace, if not properly handled they could lead to under performance, inefficiency, loss of resources in terms of time and money. The particular issues include: Firing an employee because of their race or disciplining an employee because of their race. This is where the employee of a particular race is treated more harshly compared to how others are treated. According to Nayab (2010) discrimination of employees based on their race or culture is a major issue and results in tense work environment. Structuring payments in a way that there is discrimination in terms of race is another issue. This is where employees of a particular race are paid less compared to their coworkers. Also where the employees of a particular race are discriminated against by providing them with fewer benefits. Another issue is where employees are denied promotions and opportunities on the basis of their race. McDaniel(2011) found that it is hard to show that an

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employee was promoted to a position than the applicant or employee of another race purely on the grounds of their race.

The supervisors have the responsibility of handling these issues in a way that will ensure a healthy work environment is maintained in order to realize maximum output. According to Mayhew (2010) the supervisors as representatives of the company should organize trainings to empower their employees. They should address matters of fair and unfair employment practices, educate employees that there are laws with serious consequences that prohibit discrimination and harassment in the workplace. Williams (2011) has found that trainings for all employees are important when addressing issues of racial discrimination in the workplace so as to realize maximum efficiency and profitability.

Promoting a culture in the organization that is against any form of discrimination is a great and effective way of eradicating and preventing any incidences of the same. This is very effective where upper management leads by example and shows no tolerance for racial discrimination. employees normally follow in the footsteps of their seniors, both immediate and higher. Thus it happens that the tone that management sets is what is adopted in the company.

According to William (2010) The company should have a policy against discrimination. This shows their seriousness against any form of discrimination in the work place. The policy should be written down in a document and should be based on the country's law on discrimination. The supervisors have the responsibility of enforcing the policy in every day work place environment so that it does not remain on paper only. Policies should

show the employees that treating fellow workers with respect and in a non-discriminatory manner is not a request or optional rather it is mandatory.

The policy should show guiding rules and the various expected consequences.

Finally the supervisors should focus on programmes that foster great relationships in the workplace. This is achieved by increasing awareness and promoting mutual respect amongst the employees. Appreciating the contributions of each other and celebrating differences rather than using them as lines of segregation. Constant talk about racial discrimination can be adopted in the work place so that employees feel free to talk and address these matters rather than avoiding them and assuming they are not present. When cases of racial discrimination arise supervisors should handle them in a positive and educational manner and use them as a means of teaching the employees what is expected of them. This will promote employee morale , increase productivity and avoid workplace tensions.

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