

Good critical thinking about diversity analysis and managed change

[Experience](#), [Belief](#)



In the organization, several challenges can result that require proper management and change. A diverse workplace comprises of the employees having different genders, races, ages, abilities, traditions, religion, and culture (Cummings & Worley, 2009). An organization that lacks the diversity usually experiences the weakening of the employee morale, decline in the productivity, and a static bottom line. However, in order to combat this situation, an organization requires as well-planned and a well-managed diversity plan, which contains details regarding policies of diversity, its effective implementation and ensures that every member within the organization adhere to the set plans and strategies.

The workplace diversity is, however, beneficial for an organization, but there are some managers as well as employees who may not have a positive attitude towards the changes introduced in the organization. This is because such employees and the managers reject the innovative and new ideas, and make the working environment of the organization more complex. So, the organization should manage the opposition in an effective manner, because if the opposition is not handled, the company cannot get the benefits from the diversity of the workforce. In order to deal with the issue of opposition, the organizations should describe the reasons and objectives of the diversity, and the benefits that the employees and organization can obtain by introducing the change in the diversity. However, alleviation of the fear that some employees possess about the diversity of the workplace can help in the reduction of opposition.

There are many levels or the areas of the organization that can be impacted by the managed change. The operations of the middle level and lower level

of the organization can be affected by the managed change, further, the attitude of the lower level and middle level can be impacted by the managed change as they may develop negative attitude towards the change and oppose that change. This attitude of the employees can arise because their opinion is not considered or they are not intimated about the change. The adoption of change is necessary for the middle level employees because they are more involved in the management of the change (Samuel, 2013). They also induce change at the lower level. But, as a matter of fact, managed change can help in increasing the adaptability within the organization, as diverse workforce can provide innovative ideas that can help in solving the problems (Daft & Marcic, 2010). Further, managed change within an organization can help in improving the communication within an organization, which improves the working of the employees as they can seek help from each other and can solve problems in an effective manner. Additionally, it allows diverse assortment of the experiences and skills such as understandings of culture, and language helps an organization to provide the service at a global level. The managed change also makes effectual execution possible, in a way, that it motivates the employees to give their best in the work, as a result of which the productivity of the organization can be improved.

Appropriate interventions can be made in the organizational levels that are impacted by the managed change. These interventions can include warding off the resistance to the change, promoting an attitude of the frankness and openness within the organization, fostering diversity at the positions of the leaderships, and conducting a survey in order to get the information about

the satisfaction of the employees. In order to defend against the change resistance every employee should be involved in the formulation and execution of the initiatives relating to the diversity at the workplace. Open and a frank environment should be encouraged within a workplace so that employees can express their thinking, their ideas, and opinion without any fear (Galpin & Whittington, 2009). It can also help in promoting equality within the organization. Furthermore, encouraging the diversity at the higher level or at the leadership positions will provide a vision to the leaders and also help them in realizing the importance of the diversity in an organization. Survey can help in analyzing the number of employees who are not satisfied, and then effective measures can be taken in order to satisfy them.

The expected outcomes of the interventions are successful include effective communication within the organization, removal of the prejudice and discriminatory activities from the organization. Sometimes the individuals who are handicapped physically and mentally are discriminated in the organization. In the same manner, in some organizations, women are discriminated, so intervention can help in the creation of the comfortable as well as fair environment for the females, disabled, and the minority group employees, where they can work effectively and can contribute to the betterment of the organization. Furthermore, if the interventions are successful they can help in the promoting optimistic environment within the organization, where all then employees think in a positive manner, and overcome the negative attitudes towards the work and also towards other employees.

Additionally, successful intervention helps to encourage cooperation within

the organization that encourages team work where everyone is ready to assist others because they are working for the achievement of the common goal. So, they work together in accordance with the strategic vision of the organization. The successful intervention also ensures smooth functioning of the organization where everyone is following the set rules and regulations of the organization. It also helps the organization to bridge the gap between the different generations that are working together. This can be considered from the fact that in most of the organizations teenagers, adults, and the senior employees are working together, and conflict can arise among them because of the generation gap, but successful intervention also encourage them to work in the form of group or team so that work can be accomplished in an effective manner.

References

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