Ip1 diversity in the workforce

Business, Human Resources

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INTRODUCTION

Racial segregation and ethnicity are among the leading causes of conflicts in

the world. Many organizations and companies fail to accomplish their

objectives due to some of the structural plans and protocols which are

directed by various top ranked individuals in these organizations or

companies. The aspect of ethnicity and race come into play as these officials

tend not to look at the potential of individuals but focus on the racial and social background of recruits during recruitment processes.

1. 1 1 Statement of the problem

Diversity is the result brought about by change of negative behaviour resulting from cultural and social upbringing of individuals in a society. It fosters equality in the distribution of resources and opportunities (Page 2008). This document focuses on the importance of diversity in human resource section of Steel Mill Company.

1. 2 Purpose of the restructure

Steel Mill Company has maintained its front-line supervision staff for a long time because of the performance and experience from these top official employees which has helped in the maintenance production levels and profits. However, the company does not benefit from the approaches resulting from diversity thus the workforce demographics of the company have changed dramatically.

1. 3 Objective of the restructure

The main objective of changing the management structure of the company by replacing the old human resource managers and front-line supervisors with a new lot of top official employees of the same ranks is to foster diversity in the company which may lead to profits and production as well as service delivery.

CURRENT ANALYSIS

1. 1 Current statistics

Current population projections indicate a change in the future demographic profile of the United States. The population is expected to rise from 296

million to 438 million people in a span of 45years and 82% of this population increase will be as a result of immigrants settling in the United States if the current population trends continue. The population of immigrants is estimated to reach 117 million people with an approximate of 67million adults, 47million children and 3million will total the sum of the grad generation of the immigrant society.

1. 2 Recent trends

The current trends indicate that 12% of born children born in the United States are of foreign origin. The racial and ethnic radar indicates that 67% of the total population in the United States is made up of whites and 14% are of Hispanic origin. Black people sum up to 13% of the total population while 5% are Asians. The working population sums up to 63% while children below the age of 17years make up 25% of the total population. The elderly group made of people above the age of 65 makes up 12% of the total population of the United States (Passel & Cohn 2008).

1. 3 Forecasts about the changing general population

The current trends forecast on a change in population in the mid-century. The population of whites will decrease from 67% to 47% while the Hispanic population will increase from 15% to 29%. The total population of the black ethnic group will remain at 13% as Asians will increase from 5% to 9%. Foreign born children will increase from 12% to 19%. The trends also present a forecast on the age groups with a decrease of children below the age of 17years from 25% to 23%. The working age will decrease from 63% t0 58% while the elderly population will increase from 12% to 19 % (Passel & Cohn 2008).

LEGISLATION COVERING THESE TYPE ISSUES

The company is currently forced to adjust to the forecast demography in order to attain its future goals. In this case, the need to introduce legal strategies that can control the recruitment process in future remains to be the company's major point of concern. The first approach to this notion is to create and implement certain working customs for each group. This enables to create a good working environment for all the ethnic groups in the company, for instance ' company brotherhood policy'. This policy initiates a working relationship among employees thus advocating equality in responsibilities as well as work distribution. Legislation affecting supervisor regulations is also important as it helps to create equality in the distribution of job opportunities and responsibilities at work.

CONCLUSION

In conclusion, diversity is an important entity in a business environment as it can be used to rate the efficiency of an institution, organization or company. This is because it creates room for new ideas and the sharing of experiences in a working environment. It is indeed important for the company to endorse diversity for the purpose of future advancements.

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