

Annotated bibliography

[Business](#), [Management](#)



Annotated Bibliography Name: Institution: Annotated Bibliography Scholarly Journal Articles Barnes-Mauthe, M., Arita, S.

, Allen, S. D., Gray, S. A., & Ping Sun, L. (2013). The influence for ethnic diversity on social network structure in a common-pool resource system: Implications for collaborative management. *Ecology & Society*, 18(1), 1-13.

Doi: 10. 5751/ES-05295-180123. Barnes-Mauthe et al discuss the impacts of ethnicity on the structure of social networks within a common-pool resource system that is ethnically diverse.

Their discourse on social networks and ethnic diversity highlights the significance of social networks in the contemporary field of management. This is because social networks facilitate or restrain collaborative arrangements that are capable of augmenting the governance of resources and adaptability within complex social-ecological systems. Consequently, their study illustrates the influence of ethnicity on the social network framework by focusing on the Hawaii fishery system. Furthermore, Barnes-Mauthe et al focus on the formulation of diverse network frameworks and the inferences for collaborative management because of the impact of ethnic diversity in a common-pool resource system. Dolan, T.

C. (2013). Increasing diversity in governance and management. *Journal of Healthcare Management*, 58(2), 84-86.

Dolan delivers a discussion on the disparities in care within the healthcare system. For Dolan, one of the main problems that the healthcare system is currently facing comprises the disparities in the provision of healthcare.

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Accordingly, the gravity of this matter is considerable based on the fraction of population that racial minorities represent in the United States.

This issue has led to the formulation of Equity of Care initiatives, which will assist in mitigating such inequalities in care. Furthermore, Dolan also discusses on increasing diversity within the hospital board. Thus, the author provides an example of the diversity efforts implemented by the American College of Healthcare Executives (ACHE), which is one of the organizations tasked with implementing the Equity of Care initiative. Dreachslin, J. L. (2007). Diversity management and cultural competence: Research, practice and the business case.

Journal of Healthcare Management, 52(2), 79-86. Dreachslin provides an overview of certain significant aspects of diversity as well as their repercussions for healthcare management. Indeed, diversity is a contentious issue for healthcare managers. The contention arises from the implications for diversity based on customization or homogenization. Nonetheless, research on this subject provides that diversity management grants support for the advocates of both customization and homogenization. The author defines diversity as multidimensional based on key features such as gender, sexual orientation, individual affiliations, social classes and racial identities.

Based on these features, Dreachslin imposes awareness on the part of healthcare managers. Healthcare managers should exercise awareness concerning the different categories of group identities since they exert

influence on individuals based on their perspective of the world, as well as their distinct cultural styles. Ford, J. L.

& Whaley, G. L. (2003). The digital divide and managing workforce diversity: A commentary. *Applied Psychology: An International Review*, 52(3), 476-485. Doi: 10.

1111/1464-0597. 00145. Ford and Whaley initiate a discourse concerning the Digital Divide and its implications in the modern business environment. The advent of technology has changed the performance of business operations within the workplace. Nonetheless, certain factors restrict employees within the workplace from making effective use of information technology. Thus, one of the factors that Ford and Whaley focus on comprises the implication of the technology gap between the rich and the poor.

Based on this factor, the authors, while focusing on the U. S and the global environment, introduce the subject of racial minorities as well as the effect of this technology gap on their employment. Because of this, their research focuses on addressing the digital divide problems from the viewpoint of international workplace diversity. Furthermore, Ford and Whaley recommend a trickle-up representation that influences the reader to focus on methods of addressing inequalities within information technology. Non-Scholarly Journal Articles Cross, E.

Y. (2010). Managing diversity: A continuous process of change. *Diversity Factor*, 18(2), 13-16. Cross discusses the value and importance of a diverse workforce on the profitability of an organization. Based on this discussion,

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the author develops an intervention for managing diversity that focuses on the provision of organizational renewal, as well as the maximization of human resources.

According to Cross, the maximum use of human resources will be possible through eliminating personal, organizational and group obstacles that restrict the complete use of every employee. Furthermore, Cross' focus on designing this intervention highlights issues that erode the positive aspect of diversity within the workplace. For the author, factors such as racism and sexism affect the supply of innovation and energy from the employees. Thus, the management of diversity will concentrate on altering workplace relationships in order to augment productivity in organizations.

Dinwoodie, D. L. (2005). Solving the dilemma: A leader's guide to managing diversity. *Leadership in Action*, 25(2), 3-6. In this article, Dinwoodie concentrates on the management of diversity by organizational leaders.

Indeed, the task of amplifying diversity in the workforce is an activity that is innate within organizational life in contemporary times. Nevertheless, it is uncertain whether boosting diversity possesses implications on the performance of an organization that may be positive or negative.

Furthermore, Dinwoodie provides that organizational leaders should indeed embrace a role in the management of diversity effectively. Thus, leaders involved in this activity should consider research outcomes that propose that diverse work teams generate highly innovative solutions if presented with complicated tasks. Similarly, leaders should also reflect on the superior

performance of diverse work teams over homogenous teams. Website Sources Esposito, S.

(2011, June 4). Cultural diversity in the workplace: The source of unlimited potential. Retrieved from <http://www.humanresourcesiq.com/talent-management/articles/cultural-diversity-in-the-workplace-the-source-of/>.

Esposito focuses on the positive influence of cultural diversity in the workplace. Indeed, progressive organizations should focus on workplace diversity. The goal of this focus is to ensure that the profile of the internal workforce corresponds to the exterior labor market.

Therefore, such focus presents strategic value as well as advantages that may arise from workplace diversity. Furthermore, Esposito discusses certain factors that constitute diversity. For instance, the author discusses race, age, gender and sexual orientation in order to provide understanding on workplace diversity. The author also discusses the benefits arising from workplace diversity as well as the cultural attributes for an ideal diverse organization.

Books Cox, T. (2001). *Creating the multicultural organization: A strategy for capturing the power of diversity*. San Francisco, CA: Jossey-Bass. Based on the representation Cox outlines in preceding texts, the author applies his diversity model while researching Fortune 500 organizations. His research on these organizations illustrates the manner in which organizations address issues concerning workplace diversity effectively.

Additionally, the author also discusses the factors that influence the challenge of diversity. Based on this issue, Cox provides propositions that grant creative strategies via research, education and leadership.

Accordingly, the reason for these strategies bases on the fact that organizations such as trade unions, educational institutions and other firms continually increase in diversity. Because of this reason, leaders require approved approaches for leveraging diversity as a vital resource. References Barnes-Mauthe, M., Arita, S.

, Allen, S. D., Gray, S. A., & Ping Sun, L. (2013). The influence for ethnic diversity on social network structure in a common-pool resource system: Implications for collaborative management. *Ecology & Society*, 18(1), 1-13.

Doi: 10. 5751/ES-05295-180123. Cox, T. (2001).

Creating the multicultural organization: A strategy for capturing the power of diversity. San Francisco, CA: Jossey-Bass. Cross, E.

Y. (2010). Managing diversity: A continuous process of change. *Diversity Factor*, 18(2), 13-16. Dinwoodie, D. L.

(2005). Solving the dilemma: A leader's guide to managing diversity. *Leadership in Action*, 25(2), 3-6. Dolan, T. C. (2013).

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L., & Whaley, G. L. (2003).

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