

Example of diversity essay

[Business](#), [Company](#)



An organization is composed of many functional components within it. Among them are human beings, machines and land. However, the direction taken by an enterprise is dictated by the human resources available. This is because all other factors of production can never give an output without management and leadership. Diversity, which is the representation of a multitude of individual differences and similarities that exist among people, helps in determining whether an organization is successful.

Diversity in the work place can be skill based. Every employee in the company usually has a role which they play. When the results of all employees are combined and managed, the organization emerges as a unit. This is achieved by having procedures and regulation in place. For example, in a telecommunication service provider, there are engineers, sales people, managers, human resources professionals and finance specialists. This diversity makes sure that both internal and external customer's needs are well taken care. An engineer looks upon the human resources specialist to promptly pay them as they deliver services to subscribers. Another aspect of diversity within a firm is attitude and motivation. This can either be destructive or constructive depending on whether the different attitudes are geared for the common good or not. This is the reason why team building activities are organized so as to help in motivating team members to aim at a common goal for the good of all.

Organizational behavior is the overall mannerism of a company, which is contributed by actions and attitudes of individual employees. This behavior is both research and application oriented. When the diversity of the employees is positively organized, it gives rise to a good and viable organizational

behavior. The three basic levels of organizational behavior are the individual, group, and organizational. A typical company is made up of individuals organized into teams which make up the whole firm. At individual level, an employee can possess opinions which shape their attitude. These traits are then passed to the group and consequently to the organization.

Management and leadership are different and complement each other in the life of an organization. Management involves planning, organizing and coordinating different people and units within a firm. On the other hand, leadership involves motivation and inspiration of the employees towards achievement of targets and personal satisfaction. While a manager focuses on immediate solutions, a leader has a long term perspective of the organization. A manager uses the available systems to keep the organization running as per the set regulations. In a sales environment, a manager ensures that deliveries have been made like other days and returns recorded appropriately. A leader focuses on creating new markets and innovating new ways of delivery so as to save the organization lots of money while expanding the client base (Griffin, 2010).

A manager usually focusses on systems while a leader concentrates on people. For example, a manager would concentrate on making sure that every computer program is working so that they can ensure every employee is busy and does not misuse the company time. On the contrary, a good leader would concentrate on making sure that the workers are well equipped and motivated to work well. The result is that when motivated, employees can work even without supervision (Griffin, 2010).

The mixing of leadership and management helps in boosting innovation for

the future of the organization and at the same time making sure systems run smoothly. Resultantly, the employees are motivated and their diversities managed for the good of the firm. Both management and leadership ultimately help to shape a successful company.

References

Griffin, R. (2010). Management (10th ed.). Stamford: Cengage Learning.