

Evaluate the contribution that induction makes to tourism, events or consumer- fo...



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Evaluate the contribution that induction makes to tourism, events or consumer- focused organisations in the UK Business is one of the most thriving arenas in the United Kingdom with the country having plethora of opportunities opening up everyday. The increase in the number of tourist interest has paved way for many sorts of scenarios in the country. Induction or employment that is created for different group of people from different ethnicity and group has a positive impact on the tourism, consumer development and also the events based organizations or companies in the UK. This is mainly because of the fact that one gets to meet variety of people from different parts of the world. “ In order to reap the benefits of deep-level diversity, organizations must promote equal employment opportunity by attending to the surface characteristics of their human resource management practices” (Stockdale and Crosby, 2004) Handling diversity in the workplace is absolutely necessary as it contributes to the growth of the organization in its status. According to Anca and Vazquez (2007), a company needs to be flexible and face challenges with in order to “ undertake varied roles, performing tasks in different ways and taking positions in different companies”. The importance of the equal opportunity belief gave rise to the regulation of the provision in order to weed out the discrepancies. According to Dobbin (2009), “ while some firms created their own elaborate equal opportunity systems, the absence of a strong central authority with clear standards meant that others did nothing”. In order to make sure that people from outside the country also recognized and taken inside the organizations, the UK government has taken various measures and one among them is the passing of the Equality law. The simplification and tailor-made provisions of the new Equality Act speaks about the importance of employing different

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group people into an organization without any sort of bias. Such laws are mutually beneficial as they help both the people as well as the organization which is taking them inside it. There are innumerable benefits that one can draw from a diverse work set up “ If enough people in a diverse organization do learn and use good communication skills, that organization will realize the potential benefits of diversity (Sonnenschein, 1997). If a company has the tourism or event based functionality then taking in human resources from different places and also from different groups will bring in more value to the company. The company’s name will be established in those places where the resources come from and hence there will be good exposure to the organization in other areas or countries as well. Griffin and Moorhead (2010), believes that “ Valuing diversity is not just the right thing to do for workers; it is right thing to do for the organization, both financially and economically. Organizations that are based on the consumers and their affiliation towards a product will benefit to a great extent if they are focusing on employing resources from different parts of the world and also among different ethnic groups of people. In the business arena, there is one particular skill called marketing and another term called marketing. Both of these are very much crucial for running a successful business. If organization employs from different areas, their products will have a wider reach and hence generates business. Companies that does not encourage induction of different group people will “ limit their access to the pool of potentially talented employees; they miss opportunities for creating alliances with business organization” (Barak, 2011). List of references Anca C D and Vazquez A (2007), ‘ The correlation Between the Values Provided by Diversity and the Values of the New Company’, *Managing Diversity in the Global Organization*, 111-113 <https://assignbuster.com/evaluate-the-contribution-that-induction-makes-to-tourism-events-or-consumer-focused-organisations-in-the-uk/>

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