

Introduction to business



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Workforce Diversity Introduction A diversified workforce is a workforce that is heterogeneous in every characteristic ranging from age and gender to ethnicity and race. Thus, in all the aspect that may reflect differences.

In the modern world of business, diversified workforce is considered as a necessary tool for success of an organization. The introduction and application of legal requirement of equal employment opportunity and non-discrimination in employment practices had lead business to realize the need and benefits of building and utilizing a diverse workforce.

Need for a Diversified Workforce

Globalization has made the world a smaller place to live in while at the same time it has resulted in expansion of business organization. Now nothing is far away and out of the reach. This expansion of business functions of organization has paved the way to diversification of these functions. The expansion and diversification of consumer market with time has established the need for employing a diversified workforce that can satisfy the diversified demand of today's consumer.

These advance and diverse need of modern consumer and expansion of market is the major reason of the need to employee-diversified workforce.

Advantages of Diversified Workforce

The world's demography is changing constantly, now no country is a complete blend of one race and ethnicity. Due to increased migrations, the minorities are increasing in world developing countries. With all of these changes, it has become important for countries to have a diverse workforce that represents all aspect of the society; this representation projects a better image of the organization in the society.

A major advantage of an organization attempting to acquire diverse

workforce is that it have access to a large pool of candidates by which it can hire the best possible person for the job. An organization that places importance on skills and talent over characteristics like age, gender, race etc is able to achieve competitive advantage over other organizations.

Another advantage of diverse workforce besides projection of better image is that it helps diversified consumer to believe that they share common grounds with the company and it helps to increase their trust in the organization. Furthermore, employees with different perspective can provide the organization with different and varied objectives helping to identify unmet needs and new opportunities.

Recruitment of a diversified workforce and creating a welcoming environment for these employees helps to increase motivation and commitment of employees towards the organization. This is because these employees feel valued. Recognition and acceptance of an employee's unique perspective helps to create a comprehensive work environment, which is very beneficial for the organization.

Briefly, employing a diverse workforce is beneficial to an organization from all economic and business aspects. These numerous advantages signify its importance for a business.

Conclusion

It is evident from the above discussion that the benefits of a diversified workforce far out-weigh the cost of it. It is an essential utensil for organizations to succeed in today's global world. No organization can survive outside its local country border without employing a diversified workforce.

The insight and benefits a diverse workforce provides to its organization helps the business to expand but also to achieve maximum customer

satisfaction. Thus, a diverse workforce is important for business if they wish to survive and excel in today's competitive world.