

Multiculturalism

Business



School: MULTICULTURALISM Lecturer: MULTICULTURALISM There is an adage that variety is the spice of life; meaning that where there is diversity, the beauty of life becomes best exhibited. As depicted in the video, this adage could also be implied in the contemporary business environment to depict the relevance of having a multi-cultural workforce. However, there have been some challenges with the management of multi-cultural firms that has made most human resource managers not preferred having to do with a multi-cultural workforce (Christensen, 2011). Such challenges notwithstanding, the advantages of having multiculturalism still promote the need to overcome these challenges and make multiculturalism the focus of modern business management. Writing on the ways in which multiculturalism impacts the workforce of global organizations, Weeks (2001) noted that it is virtually impossible to go global when the workforce cannot be one that can also be described to be global. Meanwhile, Christensen (2011) emphasized that practicing multiculturalism opens organizations up to have a workforce that is made up of people from as many cultural backgrounds that represents globalizing of the workforce. Leaders of organizations that practice multiculturalism have also been identified to have the peculiar advantage of applying global leadership (Weeks, 2001). This is because it is only through global leadership that the unique and dynamic interest of all people from diverse cultures can be catered for. What may be more graceful is that while organizations practice global leadership, it is not only their workforce that they lead from a global perspective but they are also offered the advantage of serving their clients and customers from a global perspective (Edmondson and Smith, 2006). In conclusion, multiculturalism impacts organizations positively and ought to be adhered to <https://assignbuster.com/multiculturalism-essay-samples-3/>

at all time within organizations that want to go global.

References

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