

The usps



Answer The USPS follows a multicultural approach to pluralism, as through its several initiative drives towards establishing diversity especially with the development of the Affirmative Employment Program, shows that the organization gives equal opportunities to all employees, be it women, minorities, or disabled. With this approach towards diversity, when culture differences and variations in personal characteristics are respected, and everyone, including women and minorities are equally provided with opportunities, they feel motivated and this produces an innovative workforce altogether (Certo & Certo, p86). This approach is quite effective since an organization like USPS could benefit from employees with different paradigms, learning styles, competencies, as well as 'ideas and thoughts' (Johnston & Packer, 1987) that USPS could not have with a homogenous workforce. The main reason it is an effective approach is that it is not limited, as it advocates change throughout the organization; with USPS training and updating its diversity specialists, keeping its headquarters staff involved in education programs and diversity networks, and engaging its employees in diversity-related surveys show the change this multicultural approach has brought to the organization. Answer 2 With USPS promoting diversity by conducting a great number of programs and events, and the composition of the company's workforce reflecting more and more diversity over the years, the major threat could be that of ethnocentrism (Johnston & Packer, 1987), which might lead the women and minorities into believing that they are being favored over the whites, whereas the company is actually only trying to support workforce diversity. Moreover, with the increased workforce proportion of minorities, and the minorities constituting 59% of the new hired employees - these changing demographics pose a serious threat to the USPS

managers' ability to handle diversity in the future so as to save the white race from getting extinct 15 to 30 years from now. Answer 3 I would suggest that the USPS should neutralize its dynamics and not strive to have its workforce reflect the composition of the US population, where the white race is expected to wipe out in the next 30 to 40 years. A certain percentage level must be maintained, for the new hiring of minorities as well as whites. Equal employment opportunity must be respected but not in a way that it undermines the work performance and motivation levels of the white employees. No discrimination should exist, and it must go both ways. If USPS conducts programs like Black History Month, or National Hispanic Heritage Month, it should also conduct programs in which the history of White Americans is exhibited as well. If USPS wants to be successful, its processes must be inclusive. Works Cited Certo, S. C. & Certo, T. (2009) Modern Management: Concepts and Skills, 11 ed., Prentice Hall, p85-106 Johnston, W. B. and Packer, A. H. (1987) Workforce 2000: Work and Workers for the 21st Century, Indianapolis: Hudson Institute