

# Global diversity

[Business](#), [Human Resources](#)



## Global diversity

Today's world is transforming, mainly due to Global diversity. The society's economy, political and social status is changing thus influencing demographics around the world. Diversity is the recognition, acceptance, and appreciating the many differences among people. This includes the ethnicity, age, class, religion, and spiritual orientation. People need to understand the differences in diversity between countries as well as the specific diversity of each country. In addition, global diversity is changing rapidly; therefore, individuals should focus on inclusive efforts within a company (Trompenaars, 2008).

Leaders in an organization should be responsible for managing global diversity initiatives to achieve an organizations goals and objective. Diversity is becoming popular around the world and as it is increasingly gaining recognition as it influences the outcomes of organizations for example the global knowledge creation as well as increased employee engagement. In addition, it is important for individuals and employees to how to differentiate diversity socially, politically and legally. Moreover, employees should be able to manage multicultural teams, develop cultural competencies, and ensure smooth operations across global employees and business units. Employees should be involved in global development that encourages cross cultural awareness as well as training.

The advantages of diversity include, people from different backgrounds coming together to bring their unique cultural experiences and share in providing broader perspectives for a better ultimate resolution. In addition, there is increased creativity and an improvement in the overall in the

performance of a diverse workforce. It also brings about broader coverage where employees from different backgrounds that provide organizations with a wider coverage in the global marketplace. Populating the workforce aids in effective interaction with customers from different cultures. Moreover, through communication, employees can get training on cultural awareness. However, there is a disadvantage in communication where employees that come from different cultures and speak different languages may find it a challenge to engage in communication. In addition, it is expensive and time consuming to train on building relationships and solving conflicts with colleagues from different cultures. Additionally, the expense of setting up new offices, transporting goods internationally, and finding new suppliers are some of the costs of global business operations. Another disadvantage is the risk of enhanced discrimination this because some employees with prejudices would use them to oppress others. Likewise, the distance between employees in global companies presents a problem in that it reduces the effort in varying perspectives and better results (Trompenaar, 2008). In addition, even with technology, there are still issues in communication and conflict when people from diverse backgrounds come together and work. In conclusion, global diversity is vital in organizations that operate globally. It is also important for organizations to know the various cultures of different countries before engaging in business. Global organizations should be able to appreciate and understand the mixed ethical business globally. Finally, it is advantageous to practice in accordance with the training of global diversity as they aid in teamwork within an organization and subsequently ensuring the achievement of goals and objectives.

## Reference

Trompenaars, A. (2008). Riding the waves of culture: Understanding diversity in global business. Burr Ridge, Ill.: Irwin Professional Pub.