

Understanding organizational diversity management programs: a theoretical framewo...

[Business](#), [Management](#)



The researchers' use of psychological and sociological theories has helped them figure out areas of diversity management that have not yet been explored. For example, previous research lacks emphasis on the approach of terminal integration and different diversity values. Their research even shows that similar methods of diversity can not be implemented in different contexts and diversity management needs to be conducted in accordance with the context of the organization. They state that different organizations have different cultures and operations and diversity management should be conducted while given emphasis to these elements.

Their research even proposes that the approach of diversity management can help in identifying the nature of the effect of diversity on the performance of different organizations. The research states that an organization can adopt a diversity management approach but they need to change their approach with changes in the environment and when organizations experience the change they need to change their approach of diversity management. Lastly, the research even provides insight to different stakeholders such as researchers on how an organization can alter their diversity management approach to attain effective and efficient programs of diversity management.