

Cultural diversity in malaysia

Business, Management



Cultural is defined as a shared design for living. It is based on the values and practices of society. People absorb culture through early process of socialization and the process carries over to the way in which they perceived themselves and the world. Some people agree that cultural diversity in the workplace develop our country skills and contributes to the growth. But how far these opinion accepted by the society as a whole. Many corporations have recognized that diversity contributes to the bottom line by making it easier to retain good employees, lowering costs by developing skill in-house and developing a reputation that helps attract new employees . Problem arises when a person begins to argue or believe that only his culture seems right, adopts the right values and represents the right and logical way to behave . Difficulties certainly arise when there is diversity within an organization. Most of us have limited information about other people's worldview. Cultural diversity changes the workplace by providing new human resources' and managerial challenges to employers. This often involved with employees who have different attitudes toward time, status and roles, relationship, responsibility, decision making and technology . To effectively manage diversity, managers and supervisors must be aware of the values, motivations, communication styles, attitudes and needs of their employees. I will discuss issues which relate to Cultural Diversity in the workplace as below: - outsourcing and off-shoring, - corporate culture and - Cultural relativism, ethnocentrism and stereotyping. This paper wills emphasis on how it affects the communication and business communication. Outsourcing involves transfer of the management or day to day implementation of an entire business function to an external service provider. The client

organization and the supplier enter into a contractual agreement that defines the transferred services. Under the agreement the supplier...

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