

Opininated response to peer commnts

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



DQ1 “ Diversity in the workplace is created when you employ people with a wide range of professional backgrounds, cultural influences, genders and ages” (Anderson, 2012). I agree with you that often companies do not take full advantage of the virtues of diversity. “ Diversity is a business reality, not just a slogan on an HR poster” (Businessweek, 2011). Businesses have to take diversity seriously due to the fact that they can benefit a lot from its proper implementation. Companies that take advantage of diversity benefit from the creativity that a diverse workforce with different backgrounds provides. I agree with you that when companies make the mistake of ignoring diversity it diminishes the overall success of the business. It is imperative for companies to provide training to its supervisors and managers so they are able to properly manage a diverse workforce. The HR department is responsible for providing training and development opportunities to its workers. Small firms that do not have an HR department should hire a consulting firm to provide diversity training.

DQ2

In your response you mentioned that companies today have to deal with a multicultural workforce more than ever before. “ More organizational leaders are trying to overcome the challenges of managing a multicultural workforce so that they can reap the benefits” (Kokemuller, 2012). I think that one of the reasons that diversity is a greater reality than ever before is due to the globalization movement. There are thousands of multinational corporations that do business in different parts of the world. These companies often recruit workers from outside the United States due to the shortage of professionals in many technical fields. It is important for managers to learn

about other cultures in order to be able to effectively motivate the employees. The goals and values of the organization must be aligned with the mission and vision of the company (Ehow, 2012). The United States since it was founded has always been a country with a diverse population. A manager that is not well educated in cultural matters cannot perform his managerial duties properly. I agree with you that many companies often rush through multicultural training.

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