

Free report on the valuing diversity policy

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



Business case for introducing the policy in this corporate context

I am the concern person to implement; introduce and evaluate the diversity policy in the organization. first of all the valuing diversity is a policy in which an organization management put all employees together in terms of color, race, dress, weight, class and sex. The diversity policy is implementing almost all corporate organization due to its challengeable benefits. The government has also introduced a law of people discrimination that protects a person against bad behavior due to differences of personal characteristics.

We can appoint an authorized manager to make the valuing diversity policy as business imperative. The manager should be forward thinking and capable to make and create the environment of equality for all employees in the organization. The manager will make diversity a business imperative and implement necessary steps to create the equal atmosphere in the organization for all employees. The investment to appoint a manager for making diversity business imperative will not waste. The diversity policy will improve the many paces of the organization like employee confidence, loyalty and employee retention and recruitment.

The management has to manage the diversity on the workplace due to various reasons like many young employees and women are recruiting in the organizations. The diversity policy will be managed by the management leaders in a proper manner. The diversity policy on the workplace includes all visible and invisible factors like color, size, marriage, sex and religion.

The diversity on the workplace means creating an environment of equality among the employees and other people in the form of differences for their background, religions and genders.

If we talk about the link of diversity between management and its competitive advantages then there is no doubt that if once diversity policy is implemented then it enhance the huge benefits in the organizations. There are various competitive advantages of diversity program in an organization as a management finds the difficulties to retain an employee, with the help of diversity program the employees will retain in the organization. HR managers can hire and evaluate the performance of employees on the basis of the skills and work.

Implementation of valuing diversity policy

The management will implement the diversity policy with considering all aspects of the program. The management will make a plan that include cost and fund to implement the plan. In the all HR functions this policy will be implemented by the management leaders. The methods and communication programs will be created to accompany the diversity policy in the organization by the management leaders. The diversity policy will be communicated clearly between employees and other organization people.

The Methods of communication and identify any supporting programs and initiatives that will accompany the policy-

The forward thinking leaders will create strategies to implement the diversity program. For example the management will appoint the medium level HR managers to implement the diversity program in the organization.

The leaders will make rules and regulations for following the diversity policy among the all employees and high management.

There are several drivers of diversity programs, first of all manage the all hiring, recruiting and promotions on the diversity policy. The leaders can manage the diversity by encouraging the employees towards the diversity policy.

Making of diversity assessments that will introduce among the employees. With diversity assessment we can know the perception of employees towards diversity policy.

Explain and justify how the budget will be used

The diversity policy will take few funds from the organization as the management has to prepare a budget for the implementing the diversity plan in a proper manner. The salary cost, methods cost and implementing cost will be considered for making diversity program successful in the organization. The staff extension in the various HR functions will take cost at the some point. The diversity policy will take cost to implement in the entire corporation. The HR head has proper budget for assigning and implantiing the diversity program in the organization.

Identify areas of responsibility for implementation diversity program

The organization management has to decide certain areas of responsibility for implementation the diversity policy. The areas of diversity are recruitment, training and development, selection procedure of candidates, performance appraisal, workplace responsibilities, disciplinary procedure, fair treatment and employee's grievances. The HR leaders will be ensured that the diversity policy embedded in the all areas of HR functions in a proper manner.

The appointed HR leaders will check the procedure that diversity policy is following by all concern persons in a better way. The HR leaders will be responsible to create awareness about the diversity program among the employees. The leaders will support and create the atmosphere of equity among the all employees of the organization. The recruitment and selection process will be proceeding in accordance of implemented diversity policy in the organization.

The HR leaders will ensure that all employees are taking part in the skills enhancing training program on the equal process. The working arrangements, disciplinary procedure will be equal among the all employees.

Consider how the implementation of this policy will affect various HR functions

The diversity policy will affect the various HR functions in the form of resistance to change and communication. The employees are not comfortable with any new policy in the organization. The diversity program

will affect mostly employees rather than HR function in many ways. The affects of diversity program will be considered negative or positive in an organization. Sometimes employees resist any new policy in the organization and create the negative atmosphere in the organization. The diversity policy should be written and implanted in a good manner otherwise it can harm the organization in various forms. When this diversity policy will be implemented properly then the various HR function have to manage the training development, recruiting and performance appraisal according to diversity policy.

Evaluation

Outline how you intend evaluating the implementation of this policy.

We have to make an outline of valuing diversity policy after implanting in the organization successfully. We can create the methods and procedures to evaluate the policy in the organization with good results.

Discuss methods for evaluating and measuring the outcomes of implementing the policy

The diversity policy is an ongoing process in the organization; hence the HR leaders must evaluate the diversity policy.

The senior level managers can conduct the evolution the policy program between the employees by involving them in the meetings and other evolution program.

The senior management can conduct the survey among the employees in different departments to know the feedback of diversity policy in the organization.

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Identify any challenges or conflicts that could develop in response to the implementation

When the valuing diversity policy has been implanted in the organization, then first conflict is resistance of accepting the policy. There are many managers and employees on senior level do not accept the new policies in the organization.

If the diversity policy is not implemented in a well manner, then various conflicts can occur among the employees like low work moral, poor performance and productivity in the organization.

There are also internal conflicts can occur like high turnover, conflicts between level of employees.

Develop a contingency plan

Being a senior it is the responsibility of leader to develop a contingency plan to cope with the conflicts and negative results due to valuing diversity policy in the organization. The leaders can develop a plan if there are various negative impacts are taking place in the organization.

Project any future or ongoing costs associated with the policy

Once the valuing diversity policy is implemented and introduced in the entire organization the leaders must consider the future cost of this policy. It is an ongoing process so the leaders can hire the more senior positions to manage the conflicts and affects of this policy, so there should be enough budgets in the hand of HR leaders. The budget should remain for salary cost, policy assessments cost, survey cost and other cost regarding the diversity policy.

References:

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