

Globalization and management



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Television brings foreign lands and peoples into our living rooms. Air travel makes it possible to visit those lands within hours; millions of people do so each year. Others are on the move for economic or political reasons. States a report of the United Nations Population Fund: “ On a scale unknown in history—and certain to grow—people around the world are uprooting themselves and migrating in search of a better life.

” About 100 million people live outside the country in which they were born. Increasingly there is economic interdependency among nations. A global communications network, like a gigantic central nervous system, links every nation of the earth. As ideas, information, and technology are exchanged, cultures merge and adapt to one another. Throughout the world, people dress more alike than ever before. Cities of the world share much in common—police, luxury hotels, traffic, stores, banks, pollution.

Thus, as the peoples of the world come together, we witness what some describe as an emerging world culture. Nevertheless, while peoples and cultures intermingle, clearly not all see one another as brothers. Everyone’s quick to blame the alien,” wrote a Greek playwright over 2, 000 years ago (Jones, 2004, P. 13).

Sadly, the same is true today. The evidence is no farther away than newspaper reports of bigotry, hatred of foreigners, “ ethnic cleansing,” racial strife, religious riots, massacre of civilians, killing fields, rape camps, torture, or genocide. Certainly, living in a world that is governed with diversity, it could be expected that in the workplace, diversity itself is also present and

thus cannot be avoided. Many workers refer to this hardship as the common source of many conflicts within the working area.

Hence, the performance of the employees is then directly affected.

Impossible as it may have seemed, diversity within the workplace has still been referred to by many modern business enthusiasts such as John Riddle (2001) in his book " Business Management". How could this be possible?

Before knowing the preferred solution of experts towards the said problem, it is important to take notice of what is really meant by being diverse, and how does it really affect the entire performance of the workforce. What is Diversity? Diversity, when referred to in business terms may mean a lot of things.

An organization's workforce may be referred to as diverse for many reasons as well. Diversity may occur because of the differences of opinion because of the differences in personality, in age, in educational attainment, in status in life and even in culture. Mostly, as observed on different business companies, the main reason of such diversity is the existence of a much distinct group of races making up a single workforce for a company (Riddle, 2001, p. 4). How could all these happen? As mentioned in the introduction, many people have already transferred from place to place and a lot of those people, the so-called immigrants, have already decided to stay and work on the foreign lands they have gone to. Hence, the main effect of this social move on achieving success on other places, the employment of the multicultural population has been the resort to supporting the lives of the said immigrants (Riddle, 2001, p.

29). Hence, the workforce of every company making up the business industries are at times having the same worries on how to face the challenge of dealing with and managing people who are widely different from each other. (Martinez, 1998, 54) Getting along with Diversity As mentioned earlier, management of a diverse workforce has been one of the biggest problems that concern the human resources department of any type of company present in the business industries. Hence, it is just reasonable to say that at some points, some management teams may find it a difficult task as well. However, the author, John Riddle says otherwise. According to him, " these are all factors of management that should be considered by good managers even before entering an organization" (Riddle, 2001, p.

113). Hence, this definitely means that avoiding diversity in the workforce may be impossible but giving a resolution to it is not that impossible. After all, there is still a common ground among the working force of each company no matter how diverse they may be it is that they are humans, which makes them capable of being dealt with and managed well.