

Wal-mart struggles with diversity



**ASSIGN
BUSTER**

Wal-Mart Struggles with Diversity Wal-Mart's vision is to achieve superior customer service and low prices, and to apply the three basic beliefs of founder Sam Walton: " respect for the individual, service to our customers, and strive for excellence. " How might workforce diversity help a company fulfill this vision? How might diversity make this vision more challenging to achieve? Based on the information given in this case, how well do you think Wal-Mart has fulfilled its vision? Corporations in general mainly include diversity in the workplace because it is the law and because it improves their productivity to remain competitive.

In order for Wal-Mart to use diversity to fulfill its vision of " Respect for individuals, service to our customers and strive for excellence" Wal-Mart needs to address the needs of their employees, providing them with the growth opportunities that are available and that each employee deserve. Eliminating the internal barriers within the organization that will limit the employees from advancing in their careers with the company; this is especially true for those employees that form part of a minority group or a group that is underrepresented within the organization.

Wal-Mart also needs to provide their employees with training and education. I have had my share of bad experiences with Wal-Mart employees; they have the tendency of being rude, not knowledgeable of their products among other things (Wentling, n/d). Diversity can also make this challenge more difficult to achieve because an organization must be willing to accept change, which comes with diversity in the workplace. Some of the most difficult differences to embrace are those of religious beliefs, and to many individuals sexual orientation.

When it comes to religion many organization do not adhere to any in particular therefore making it difficult for the employees to get their schedules worked out creating conflicts not only with supervisors but also among the employees. Sexual orientation still poses a problem for many individuals to accept what to them seems wrong or unhealthy. All changes that are not fully embrace by a corporation will always pose a threat to the success of the corporation preventing it from reaching its goals and fulfilling its vision (Wentling, n/d).

According to information provided in this case Wal-Mart has failed to fulfill their vision because they are respecting the individual, because they limiting they growth potential by not making the available positions opened to everyone until recently, discrimination on gender because they have preference with the males in all positions, unfair treatment to its employees (Certo, 2010). References Certo, S. C. (2010). Supervision Concepts and Skill-building (Seventh ed.). New York: McGraw-Hill. Wentling, R. M. (n/d). Diversity Initiatives in the Workplace. Retrieved August 1, 2012, from <http://ncrve.berkeley.edu/CW82/Diversity.html>