

# Urban planning - general plan analysis



**ASSIGN  
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## Workplace Training Of Cultural Diversity Among Employees Cultural Diversity

Introduction Cultural diversity is a number of different people who come from different origins, races, ethnic communities and religions who are staying, working or learning together (Konrad, 2003). This paper is going to discuss cultural diversity in the working place. Are cultural diversity training in the work place improving relationships among employees at all levels?

### Concept 1

What is cultural diversity?

As stated above cultural diversity is the quality of diverse or different cultures. In the work place there are a lot of people who work together even though they do not speak the same language, have the same religion or have the same beliefs. These people come from all over the world and are joined together in the work place thus making the work place the most culturally diverse institution followed by schools. In a typical work place it is obvious and somewhat normal to find an African, an Arab, a European, a Buddhist, a Christian or a Hindu and many others. Cultural diversity has become the norm of the contemporary society such that lack of it is considered weird and it is highly encouraged since it is a way of learning.

### Concept 2

Is there lack of understanding of cultural diversity?

Indeed there is lack of understanding of cultural diversity in various places. These places include at home, workplace, and in public. For example at the work place certain people because of their cultures do not condone certain behaviors while others are okay with them. In a case of bowing down while speaking to your boss or employer is considered respectful by the Asian community; this is the opposite in the American culture. In public the Arabic

community never allows their women to dress in short and provocative dressing in public and insists on the traditional dress code yet many cultures allow women to put whatever they want. At home in an African setting a child is not allowed to talk back at adults even if they are wrong but some cultures like the American culture encourage children to express themselves especially if they are right or feel exploited or misunderstood.

### Concept 3

#### Training of cultural diversity

In order for people to get along well in workplace and be productive there is a need for understanding the concept of cultural diversity. This calls for training of cultural diversity in the work place. Different resources and training provides for workplaces to better understand cultural diversity. These resources include language: non English speaking workers can be taught English by the natives and fluent L2 speakers talking to them in English and correcting them when they make mistakes(Kim, &Mattila, 2011). Secondly, the employers can organize small weekend championships which include spellings and pronunciations to encourage non English speakers. Furthermore, the organization can ensure a supply of literature like magazines to aid in English learning(Kim &Mattila, 2011). The organization can allow different worship times or holidays as off days to respect the other culture and celebrated with them to teach the others about that culture(Lambert & Myers, 1994).

#### Advantages and disadvantages

There are advantages and disadvantages of the use of these resources in training of cultural diversity in the workplace. The first advantage is that the teaching improves relationships(Parvis, 2005). In addition, workers get along

well and are very productive as they feel united.

The disadvantages are that those resources like magazines in work place mean extra expenses for the organization(Lambert & Myers, 1994).

Secondly, the training takes time and waste company's resources instead of making profits. Furthermore, cultural differences may hinder growth of a person or incur great losses due to misunderstandings or defiance as the work may consider it not culturally upright(Parvis, 2005).

### Conclusion

Cultural diversity is the quality of diverse or different cultures in one place. It is highly encouraged and useful if the workers learn each other's cultures.

Training of cultural diversity in the work place improves relationships but is also time consuming and raises costs.

### References

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