

# Diversity training essay sample

[Business](#), [Employee](#)



Workforce in many organizations is composed of employees from different ethnicity background, race, religion, gender and cultures (George, 1994). This is what is referred to as diversity. With this trend in the workplace, top management therefore should set up policies and practices which enhance inclusion and harmony. Training is the best method of dealing with this diversity challenge. An organization which explores business opportunities in an environment with diverse culture should train its workforce in order to achieve its objectives. Successful communication and conducting business in a business environment with a different culture and races is a global challenge.

Diversity training according to the perceptions of many is to deal with racial issues. Contrary to this, the training looks at the age bias, disabilities, gender issues, sexual concerns and religion. Diversity training workshop is not an avenue to judge others on their beliefs but it's where people are introduced to each other's beliefs. Disrespect and malice are exhibited where employees feel they belong to a group which is superior or inferior.

Diversity should be utilized by the organization in order to maximize its full potential. Workers should be able to appreciate their differences and use them for the benefit of the organization. If an organization does proper diversity management, they are likely to benefit from a good reputation of having a harmonious and inclusive working environment hence get the best job seekers on the market (Jack, 1998). Employees are more committed and motivated to work for an organization that values, rewards and includes them in their process. If the employees are more devoted to the organization's work then, employee turnover is reduced.

Diversity training that can foster mutual respect is by having employees of different gender, nationality and age to work under the same department. This enables them to learn from each other. Interacting in such environment enables employees to appreciate their differences. Interaction theory in this perspective emphasizes on people having an understanding of how others feel and think but not their actions. Diversity training in a group of employees where they work together enables them to understand each other in terms of motives and perceptions. Conflict theory looks at the social behaviour in terms of conflict amongst different classes which are competing. Top management and employees may perceive each other as competing and create tension between them. Juniors in the workplace feel they are sidelined or one nationality may think they are the minority in the workplace. Diversity training bridges the gap between managers and employees in a working environment by enabling them to reduce tension and conflict. The conflict is perceived to be as a result of power and force. Diversity training ensures that employees understand why given decisions have to be made for the benefit of the organization.

Functionalism theory is the approach that does not quickly pass judgment on social issues with the reasoning that the aspects of society each have a function. At work place decision made may be connected to different social life. The policies in an organization should therefore not only affect one aspect of society. Diversity training ensures that employees appreciate the social differences in the work place which influences decisions making by an individual.

Diversity training is a continuous process that should be initiated and

monitored by the organization. The first step in diversity training is developing policies and practices that will enhance harmony and inclusiveness in the organization (Cynthia, 2003). Having an avenue for rising complains in what is known as ' open door'. Recruitment should be fair where job seekers across the board with varied differences are considered based on their skill. New employees should be taken through the practices and policies that ensure diversity is appreciated.

## **Reference**

Cynthia E. (2003). *Working Together: How Workplace Bonds Strengthen a Diverse Democracy*. Oxford University Press.

George, H. (1994). *Cultural Diversity in the Workplace: Issues and Strategies* Praeger Publishers.

Jack S. (1998). *The Origins of Cultural Differences and Their Impact on Management*. Quorum Books.