

Social perception and managing diversity

Business



Social Perception and Managing Diversity Question Explain how managers can reduce the extent to which stereotypes influence decision making and interpersonal processes within the organization. Provide as many examples as you see fit.

Managers should create a culture in an organization that tries to emphasize the idea differences are not a sign of weaknesses. Stereotyping manifests itself in the ideology that differences are viewed as weaknesses (Kreitner & Kinicki, 2010, p. 53). Culture is important as this could help organize a team (Carpenter, Bauer & Erdogan, 2009). Such of this culture must have prevailing core values of appreciating diversity as source of strengths, rather than weaknesses. As a result, the whole team would be organized following the same system of belief especially in achieving organizational goals.

Managers must also employ good communication process as this could further align the people. Aligning the people could eliminate formation of diversity in an organization as this involves actual communication of the vision to the human resource (Kotter, 1998).

In addition, managers must employ policies that could help promote teamwork disregarding the presence of race, color, age, demographic, gender or sexual preference. One important move in an organization is to create a team that could work together in the same direction and as one, disregarding whatever prevailing issues concerning diversity in various aspects of an organizational climate. As a result, this would create a positive implication on diversity climate, by which employees would be able to learn to recognize the organization is fair in dealing with its human resource (Kreitner & Kinicki, 2010, p. 53).

Finally, managers must enhance their ability in decision-making by which <https://assignbuster.com/social-perception-and-managing-diversity/>

they could showcase their ability to handle disturbance in an organization (Kotter, 1998). Stereotypes are important components of this organizational disturbance that every manager as decision-maker should take into account.

All of these could potentially eliminate inappropriate stereotypes.

Question 2. Explain the differences between affirmative action and managing diversity. Be specific in your answer and give examples.

Affirmative action is an artificial intervention in order for the management to correct imbalance, injustice and other unnecessary actions that could probably hinder productivity (Kreitner & Kinicki, 2010, p. 36). To emancipate this, a legal system or act should be well implemented in order to create a positive response from every concerned. In line with this, some policies or legal act should be mandated in every organization such as those that would promote equal and balanced opportunity for everyone. In the workplace for instance, the law concerning discrimination must be employed in order to adhere to affirmative action. For example, every organization is under employment law that seeks to give equal opportunity to each individual and such discriminatory practices are bound for penalties and other related legal charges.

Managing diversity on the other hand is tantamount to an organization's culture (Kreitner & Kinicki, 2010, p. 37). This means it is not artificial but would actually show the nature of an organization. It is internal and could be lasting as it would substantially go with change. It is necessary because it is what would determine the organization. It involves the actual system of values and beliefs so it plays a crucial role for ensuring that the organization is heading to the right direction. For example, respect and innovation at <https://assignbuster.com/social-perception-and-managing-diversity/>

Apple Incorporated are just some of the core values and integral components of its innovative culture. These do not actually require artificial intervention because these would help create a unique identity for Apple Incorporated in its industry, so they are necessary not in a way that a legal system must be imposed prior to their realization.

References

Carpenter, M., Bauer, T., & Erdogan, B. (2009). *Principles of Management*. Irvington, NY: Flat World Knowledge.

Kotter, J. P. (1998). *Harvard Business Review on Leadership*. Boston, MA: Harvard Business School Press.

Kreitner, R. & Kinicki, A. (2010). *Organizational Behavior* (10th ed.). New York, NY: McGraw-Hill/Irwin.