

International Handbook On Diversity Management At Work Country Perspectives On Diversity And Equal Treatment Elgar Original Reference

"Diversity Research and Policy: A Multidisciplinary Exploration provides insight into the role diversity plays in a wide range of academic disciplines, such as anthropology, sociology, psychology, economics, linguistics, business management, criminology, law, ecology and urban planning. Furthermore, it reflects on the implications for policymakers. The volume is a vital tool for anyone conducting research on diversity and an inspiration for practitioners in the field of diversity management and policy implementation. This book has emerged out of the collaborative Network of Excellence (noe) project funded by the European Commission, designed to strengthen excellence on 'Sustainable Development in a Diverse World' (sus.div). The Network comprises 32 Institutes from Europe and beyond. It integrates European research capabilities across disciplines and countries to provide society and polity with tools for managing cultural diversity as a key element in sustainable development. This volume has emerged out of a collaborative Network of Excellence (NoE) project funded by the European Commission. The NoE is designed to strengthen excellence on 'Sustainable Development in a Diverse World'. It integrates European research capabilities across disciplines and countries to provide society and polity with tools for managing cultural diversity as a key element of sustainable development. The Network comprises 32 institutes from Europe and beyond. It

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has lead to a growing realization that scholars and practitioners need to be aware of each other's intellectual inspiration when approaching the relationship between cultural diversity and sustainable development."--Publisher's website.

Acclaim for the first edition: 'Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers.' – Dana B. Minbaeva, British Journal of Industrial Relations ' . . . a rich array of contributors including some of the biggest names in the field.' – Roger Bell, Delta Intercultural Academy The second edition of this Handbook provides up-to-date insight into ground-breaking research on international human resource issues today. These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium-sized country. Written by the field's most distinguished researchers, the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going. The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture; talent management; staffing; performance management; leadership development; diversity management; international assignment and mobility issues; and the role of IHRM in the management of global teams and cross-border joint ventures, mergers and acquisitions. The Handbook illustrates that IHRM research is both theoretically deep and eclectic. Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars, doctoral students, and others interested in IHRM research.

Showcases the scope of international perspectives that exist on workplace diversity and defines this field. This book is a

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useful resource for students and academics of human resource management, organisational behaviour, organisational psychology and organisation studies. Sandra Fielden and Marilyn Davidson, already well known for their contributions to gender issues in management, have brought together an absorbing collection of articles that serve to enhance our understanding of a complex area within organisation studies. . . this particular Handbook is not a mere glossary. The editors provide a forum for scholarly works in a specialised area of small business and entrepreneurship research. And the International Handbook of Women and Small Business Entrepreneurship provides a rich resource collectively, the papers serve to summarise and re-examine much of the relevant research to date. . . an accessible book that follows a logical and coherent pattern. . . the range of this book is significant, and the accomplishment considerable. . . the International Handbook of Women and Small Business Entrepreneurship is a serious contribution to a niche area of entrepreneurship scholarship. The editors and authors have established a place for women in the literature, confirming that gender issues cannot be dismissed as a mere adjunct to the broader field of entrepreneurship study. This collection offers the reader intelligent engagement with the range of research and ways of knowing about women and entrepreneurship. Established scholars will find much of interest, and we would also confidently recommend the Handbook to interested newcomers. Robyn Walker and Kate Lewis, *Women in Management Review* Sandra L. Fielden and Marilyn J. Davidson have put a great deal of work into producing this compilation of scientific studies on women and small business entrepreneurship. In this book, the editors have managed to put together an excellent compilation of studies that look at topics that have aroused the highest interest in this field in recent years. . . It offers a good balance

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between theory and practice-oriented studies and presents an academic viewpoint that comes extremely close to the real, current situation of this phenomenon. This book therefore provides a useful tool both for the academic community in general and for students, particularly at a postgraduate or doctorate level, who wish to gain a state-of-the-art overview of this business phenomenon. It may also be put to good use by women in management and entrepreneurship as well as policymakers and small service providers, given its high empirical content, supported by a sound empirical framework, which deals with real-life issues for women who wish to start up and manage their own businesses. María Ángeles Escribá Moreno, *Entrepreneurship Management* . . . a truly international, unique and impressive contribution to our knowledge and understanding of issues for females starting, running and growing businesses. . . an important read for anyone with an interest in female entrepreneurship, including researchers, support agents and policymakers. Moreover, this book may be of interest to those concerned with the theoretical development of the study of entrepreneurship. Laura Galloway, *International Journal of Entrepreneurship and Innovation* . . . this book can be recommended as an insightful and interesting work on women s entrepreneurship from a broad perspective. Wing Lam, *International Small Business Journal* This truly international Handbook makes a significant contribution to the field of women s entrepreneurship by broadening the scope of the conversation, hearing voices that are often unheard, and providing a framework that organizes the current body of knowledge but also presents pathways for future research and practice. Patricia G. Greene, Babson College, US This Handbook is a breakthrough collection. Women worldwide are now starting small businesses and entrepreneurial

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ventures at a faster rate than men. Though small in size, these initiatives represent a significant factor in economic growth, highlighting their importance. This collection sheds light on the motivations, personality and behaviors of women entrepreneurs, the constrai

The region that includes the Middle East and Northern Africa (MENA) faces a diverse set of cultural, political, and economic issues. Exploring the countries that are considered to be a part of the MENA region as well as comparing this region to the rest of the developing and developed world provides essential insight into the current state of the region as well and its future outlook. Comparative Political and Economic Perspectives on the MENA Region takes a critical approach to analyzing the socio-economic development of the MENA Region and the role of politics and various social issues in this development. Highlighting research-based perspectives from global leaders on topics such as decentralization, international affairs, the Arab Spring, foreign direct investment, and education in the Middle East and Northern Africa, this publication is designed for library reference section inclusion and meets the research needs of government officials, professionals specializing in international business, economists, researchers, and graduate-level students in the areas of economics, international politics, African and Middle Eastern studies, and regional development.

For every woman still bumping the glass ceiling and every man who cares, these volumes recount challenges female leaders face—and strategies that will smooth the path to managerial positions in corporate America and worldwide. • Prepares both women and men to meet the challenges of today's global workforce • Shares up-to-date research about women leaders worldwide, including strategies for success • Provides an overview of gendered organizations to help

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readers understand organizational dynamics that prevent women from reaching their leadership potential • Discusses generational differences in perceptions of women leaders and managers • Offers best practices to assist organizations

Since the first edition was published in 1997, *Human Resources Management for Public and Nonprofit Organizations* has become the go-to reference for public and nonprofit human resources professionals. Now in its fourth edition, the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis, changes in federal employment laws, how shifting demographics affect human resources management, the increased use of technology in human resources management practices, how social media has become embedded in the workplace, and new approaches to HRM policy and practice. Written by Joan E. Pynes—a noted expert in public administration—this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment. The book includes new material on workplace violence and employee discipline. Reviews updates on the legal environment of HRM. Contains suggestions for managing a diverse workforce. Offers a wealth of revised tables and exhibits. Updates the most recent developments in collective bargaining in the public and nonprofit sectors. Outlines the most current approaches to recruitment and selection. Presents an overview of recent information on compensation and benefits. Gives an update of the technological advances used for strategic human resources management. Provides examples of HRM policies from other countries. The book also includes an enhanced instructor's guide with examination questions, PowerPoint® slides, experiential exercises, and video vignettes that are coordinated with chapters in the book. This edited collection brings together experts from various

disciplines to engage critically with diversity theory, diversity politics, and their practical application. Accordingly, the volume provides a provocative discursive space, where the key theoretical as well as practical problems of diversity in business, institutions and culture can speak to each other and can be assessed. The aim is to bridge the gap between two relatively distinct discourses: the discourse on practical applications of diversity concepts and the discourse on theoretical approaches to diversity. This selection of articles delivers the first step towards achieving this goal.

Approaching diversity from a business perspective, the chapters discuss its ramifications on democratic institutions and theory, as well as point to its relevance in didactic and educational settings.

This book highlights the most critical aspects of diversity and their implications for Corporate Social Responsibility (CSR), examining them in a collection of conceptual and practical contributions from researchers and practitioners alike. In particular the book discusses good and best practices for diversity management and analyzes possible links between CSR and diversity within organizations. Examples are drawn from a diverse range of organizational settings including corporations, educational institutions and other (non-profit) organizations and in various countries, including Germany, the UK, the USA and India.

Existent literature has identified the existence of some differences between men and women entrepreneurs in terms of propensity to innovation, approach to creativity, decision making, resilience,

and co-creation. Without properly examining the current inequalities in social-economic structures, it is difficult to examine the results of corporate female leadership. The Handbook of Research on Women in Management and the Global Labor Market is a pivotal reference source that examines the point of convergence among entrepreneurship organizations, relationship, creativity, and culture from a gender perspective, and researches the relation between current inequalities in social-economic structures and organizations in the labor market, education and individual skills, wages, work performance, promotion, and mobility. While highlighting topics such as gender gap, woman empowerment, and gender inequality, this publication is ideally designed for managers, government officials, policymakers, academicians, practitioners, and students.

The Palgrave International Handbook of Gender and the Military provides a comprehensive overview of the multiple ways in which gender and militaries connect. International and multi-disciplinary in scope, this edited volume provides authoritative accounts of the many intersections through which militaries issues and military forces are shaped by gender. The chapters provide detailed accounts of key issues, informed by examples from original research in a wealth of different national contexts. This Handbook includes coverage of conceptual approaches to the study of gender and militaries,

gender and the organisation of state military forces, gender as it pertains to military forces in action, transitions and transgressions within militaries, gender and non-state military forces, and gender in representations of military personnel and practices. With contributions from a range of both established and early career scholars, The Palgrave International Handbook of Gender and the Military is an essential guide to current debates on gender and contemporary military issues.

This insightful Handbook examines how labour unions across the world have experienced and responded to the growth of neo-liberalism. Since the 1970s, the spread of neo-liberalism across the world has radically reconfigured the relationship between unions, employers and the state. The contributors highlight that this is the major cause and effect of union decline and argue that if there is to be any union revitalisation and return to former levels of influence, then unions need to respond in appropriate political and practical ways. Written in a clear and accessible style, the Handbook examines unions' efforts to date in many of the major economies of the world, providing foundations for understanding each country. Policymakers, analysts, academics, researchers and advanced students in employment, industrial and labour relations as well as political economy will find this unique Handbook an important resource to understanding the

contemporary plight and activity of labour unions.

In recent years the concept of 'diversity' has gained a leading place in academic thought, business practice and public policy worldwide. Although variously used, 'diversity' tends to refer to patterns of social difference in terms of certain key categories. Today the foremost categories shaping discourses and policies of diversity include race, ethnicity, religion, gender, disability, sexuality and age; further important notions include class, language, locality, lifestyle and legal status. The Routledge Handbook of Diversity Studies will examine a range of such concepts along with historical and contemporary cases concerning social and political dynamics surrounding them. With contributions by experts spanning Sociology, Anthropology, Political Science, History and Geography, the Handbook will be a key resource for students, social scientists and professionals. It will represent a landmark volume within a field that has become, and will continue to be, one of the most significant global topics of concern throughout the twenty-first century.

This publication analyses recent development in migration movements and policies in OECD countries and some non member countries including migration of highly qualified and low qualified workers, temporary and permanent, as well as students.

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Peter J. Sloane, Swansea University, UK and Flinders University, Australia. 'By covering the diversity practices in 14 different countries this Handbook makes evident the need to consider diversity management from a global and local standpoint. What is legal and standard practice towards equality in one country can be viewed as discriminative and unlawful just across the border. With such complex reality, the authors of this book make an incredible job of providing the reader with detailed and useful information on how to approach diversity "glocally" (that is, in multiple geographies). The book, in a way, is a global travel guide for diversity management that benefits both business managers and HR practitioners operating in the international arena.'

Diversity management is a process intended to create and maintain a positive work environment where the similarities and differences of individuals are valued. Workplace diversity refers to the variety of differences between people in an organisation. Advances in communication technology, such as the Internet and cellular phones, have made the marketplace a more global concept. In order to survive, a company needs to be able to manage and utilize its diverse workplace effectively. Diversity not only involves how people

perceive themselves, but how they perceive others.

Those perceptions affect their interactions. For a wide assortment of employees to function effectively as an organisation, human resource professionals need to deal effectively with issues such as communication, adaptability and change. Diversity will increase significantly in the coming years. Successful organisations recognize the need for immediate action and are ready and willing to spend resources on managing diversity in the workplace now. This book provides comprehensive information on the business benefits of diversity as well as the innovative initiatives and services as knowledge and innovation, now over ever, are crucial in securing a competitive advantage in a globalised economy. Research has proven that innovation can be converted into profit. No matter how qualified your workforce is, without diversity, they are likely to think the same and look for similar ways forward. Innovation requires a new perspective, and a well-managed diverse workforce can breed creativity and dynamic business solutions. International Handbook on Diversity Management at Work examines the potential barriers to workplace diversity and suggests strategies to enhance workplace diversity and inclusiveness. The literature on diversity management has mostly emphasised on organisation culture; its impact on diversity openness; human resource management practices; institutional environments and organisational contexts to diversity-related pressures, expectations, requirements, and incentives; perceived practices and organisational outcomes related to managing employee

diversity; and several other issues. The Handbook will also provide researchers and policy-makers with standard data regarding equal treatment and diversity as understood globally.

This comprehensive, four-volume work presents practical, up-to-date recommendations in areas impacting all job applicants and employees, including work/life balance, diversity management, performance, recruitment, training programs, and employee conflict. This Handbook on Diversity and Inclusion Indices critically examines many of the popular and frequently cited indices related to DEI benchmarking and progress tracking. The goal is to provide a better understanding of the indices' construction, strengths and weaknesses, intended applications, contribution to research and progress towards diversity and equity goals.

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. **Diversity at Work: The Practice of Inclusion** (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all topic experts ranging from internal and external change agents to academics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop

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competencies for inclusion. The authors' diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: Explains how to conceptualize, operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, D&I practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the

premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.

The economic growth of emerging markets has been unparalleled in recent history, accounting for 50 per cent of global economic output. Despite this reality, this much-needed Handbook is the first contemporary book on human resource management (HRM) res

Migrants and minorities are always at risk of being caught in essentialized cultural definitions and being denied the right to express their cultural preferences because they are perceived as threats to social cohesion. Migrants and minorities respond to these difficulties in multiple ways — as active agents in the pedagogical, political, social, and scientific processes that position them in this or that cultural sphere. On the one hand, they reject ascribed cultural attributes while striving towards integration in a variety of social spheres, e.g. school and workplace, in order to achieve social mobility. On the other hand, they articulate demands for cultural self-determination. This discursive duality is met with suspicion by the majority culture. For societies with high levels of migration or with substantial minority cultures, questions related to the meaning of cultural heterogeneity and the social and cultural limits of learning and communication (e.g. migration education or critical multiculturalism) are very important. It is precisely here where the chances for new beginnings and new trials become of great importance for educational theorizing, which urgently needs to find answers to

current questions about individual freedom, community/cultural affiliations, and social and democratic cohesion. Answers to these questions must account for both 'political' and 'learning' perspectives at the macro, mezzo, and micro contextual levels. The contributions of this edited volume enhance the knowledge in the field of migrant/minority education, with a special emphasis on the meaning of culture and social learning for educational processes.

The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities. Equality, diversity and inclusion (EDI) have become features of organizations as a result of both legal and societal advances, as well as neoliberal economic reasoning and considerations. Current research approaches frequently fall short of addressing the challenges faced in EDI research, and this benchmark Handbook brings up to date coverage of research methods in EDI, and advances the development of research in the field.

Globalisation and efforts for equality nowadays go together with the debate on differences and diversity within countries, societies and organisations. With regard to the educational system in most European countries similar trends can be observed recently: an increasing educational success of women and their growing participation in the labour force, the changing age structure of students due to the demographic change,

efforts to improve the situation of handicapped people in education, and the consequences of international migration movements for the educational system. Thus 'diversity' and 'diversity management' have become very popular topics in educational research and policy all over Europe. This book is the documentation of an international workshop of researchers from Poland, Germany and France. It combines articles on 'diversity' from different disciplines. With its interdisciplinary and international, i.e. European, perspective, it leads to a better understanding of the phenomenon. It can improve the 'diversity competence' in research and training and is particularly appropriate for international study programmes.

International Perspectives on Equality, Diversity and Inclusion examines the complex nature of equality, diversity and inclusion in the world of work through interdisciplinary, comparative and critical perspectives. Authors are encouraged to provide cross-national and multi-dimensional insights through comparative analysis and to bring insights from across the disciplines of social sciences and humanities. The series elicits critical scholarship through its focus on structures of inequality in relations of power in exploring issues of EDI at work. Description of the foundations of organizing and managing diversities, and multidisciplinary, intersectional and critical analyses on key issues.

All cultures appear to share the belief that they do things 'correctly', while others, until proven otherwise, are assumed to be ignorant or barbaric. When people from different cultures work together and cannot take shared

meanings for granted, managers face serious challenges. An individual's parsing of an experience and its meaning may vary according to several cultural scales – national, professional, industrial and local. Awareness of cultural differences and the willingness to view them as a positive are therefore crucial assets. This edited textbook sets itself apart from existing cross-cultural management texts by highlighting to the reader the need to avoid both ethnocentrism and the belief in the universality of his or her own values and ways of thinking: the success of international negotiations and intercultural management depends on such openness and acceptance of real differences. It encourages the development of 'nomadic intelligence' and the creative use of a culture's resources, according to a symbolic anthropology perspective. Through the essays and case studies in the chapters, readers will become aware of the intercultural dimension of business activities and better understand how they affect work. Cross-Cultural Management will help interested parties – students of business management, international relations and other disciplines, and business managers and other professionals – develop their ability to interact, take action and give direction in an intercultural context. The second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries: Australia, Finland, Japan, New Zealand, N

This second, updated and extended edition of the Handbook of Research on Comparative Human

Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

Organizations and employers are currently managing an inter-generational workforce, and the most prudent of these are seeking to enhance the careers of new entrants. HRM, careers, and work researchers have begun to explore career-related differences among the four generations of workers currently in employment, but to date there has been very little in the way of full-length comparative studies. In *Generational Career Shifts: How Veterans, Boomers, Xers, and Millennials View Work*, Eddy S. Ng, Sean T. Lyons, and Linda Schweizer develop a timely, wide-ranging examination of inter-generational differences in work priorities, career attitudes, career experiences, and career outcomes. Offering a comprehensive overview of existing research, and drawing upon the authors' own largescale study of students and knowledge workers, this book documents how careers have fundamentally shifted over the past five decades. Along the way, it offers crucial insights into what these shifts mean for employers and their management strategies. *Generational Career Shifts* is essential reading for career researchers, generational researchers, practitioners within executive education, as well as for career counsellors, human resource

departments, corporate libraries, and people managers).

"This book highlights innovative research, theoretical frameworks, and perspectives that are currently being used to guide the practice of leveraging diversity in multiple organizational settings"--Provided by publisher. Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders. The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace. This timely book offers a review of the current research and literature around creating a healthy organisation. Providing an informative guide of the field, it presents cutting-edge international research, which addresses the key areas of consideration for organisations as well as the areas in which they need to challenge organisational perceptions and innovate.

This Research Handbook offers, for the first time, a comparative approach to current diversity management concerns facing nations. Spanning 19 countries and across Africa, it covers age, gender, ethnicity, disability, sexual orientation, national origin and the intersection of various dimensions of diversity. The multicultural and multi-country teams of contributors, leading scholars in their own countries, examine how the various actors react, adopt and manage the different dimensions of diversity, from a multitude of approaches, from national to sectoral and from tribes to trade unions, but always with a comparative, multi-country perspective.

Including both theoretical and empirical chapters, the contributors explore how global organisations and organisational networks can collaborate with stakeholders

within their community to leverage their HRM strategies. Gender Equality in a Global Perspective looks to discuss whether Gender Equality can be adopted as it has been defined in international documents anywhere, or whether it needs to be adapted in a more local context; discuss which factors and perspectives need to be taken into account when adapting Gender Equality to specific contexts; suggest research approaches for studies on whether a universal (Western) concept of Gender Equality fits in certain specific contexts; and finally suggests challenges to the existing interpretation of Gender Equality (e.g., theory of intersectionality); and the development of legal and policy framework. This book is situated within the tradition of comparative gender studies. While most other such books take up and compare various ways of implementing (or not implementing) gender equality, this book studies and compares whether or not (and to what extent) a specific definition of Gender Equality (GE) could be adopted by various nations. Thus, all chapter contributors will engage with the same definition of GE, which will be presented within the book, and discuss the possibilities and constraints related to applying such a definition in their particular national context. The readers will learn about the problems of applying a universal concept of Gender Equality and the possible reasons for and modes of adapting Gender Equality to different contexts. Gender Equality in a Global Perspective looks to maintain a critical and reflexive stance towards the issues raised and will seek to present multiple perspectives and open-ended answers. As such it hopes to contribute to the international discussion of human rights more broadly and Gender Equality specifically. The intended audience is not limited only to but will include policy makers, scholars and students with an interest in Gender issues, Organizational Theory, Political Science, Human Development, Policy

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Analysis, Globalization and other management sub-disciplines.

Research in Personnel and Human Resources Management is designed to promote theory and research on important substantive and methodological topics in the field of human resources management.

This book critically examines current workplace diversity management practices and explores a nuanced framework for undertaking, supporting, and implementing policies that equally favor all people. It presents critical perspectives that not only elevate respect for differences but also provide insights into the nature and dynamics of differences in view of an inclusive and truly participative organizational environment. The book first presents a brief overview of the connotations associated with workplace diversity and its effective management. Next, it focuses on the organizational appropriation of differences through the formation and mediation of various diversity discourses. It demonstrates the particular articulations of these discourses with inequality and oppressive structures that perpetuate structural disadvantage due to existing power disparity between dominant and unprivileged group members. The book then goes on to underscore the need of constructing relational and context-sensitive diversity management frameworks. Overall, the book outlines that current business cases for diversity focus solely on instrumental goals and tangible outcomes and, as a result, fail to fully capture the complexity as well as the particularity of the diversity phenomenon. The book underlines the necessity for a more inclusive paradigm, implying a progressive problem-shift in the dominant diversity research agenda from a market-driven business-oriented diversity management to one highly valuing, affirming, and respecting otherness.

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