

# IMPORTANCE OF DIVERSITY IN WORKPLACE



# WORKPLACE

A workplace is where variety of differences in characteristics between people in an organization exists. Diversity is acknowledging or tolerating the differences. The perception of a person affects the interaction; diversity in workplace is a sense of feeling respected, valued for who we are, supportive and commitments at work. Workplace diversity is important because it increases the business opportunity and productivity, positive mental health and creativity, customer loyalty and reputation of the organization, positive and meaningful workplace relationship, tolerance and cultural awareness and finally employment loyalty and flexibility.

# EQUALITY

An organisation is a place encompasses people with different race, gender, age, personality, organization function, education, varying backgrounds, tenure and more. Regardless of these sounds equality sounds higher, the feeling of oneness emerges only with diversity. The employees have to recognize the strength and talents of other co-workers to encourage them and also to educate our self. For example an Arabian company hires an American employee, regardless the conflict of culture, if they respect each other the American will educate himself about Arabian culture and vice versa. Now both the employees will be wiser with multi culture understanding, so they may survive or adapt themselves easily to the fittest.

# SQUABBLE SOLUTION

Squabble is unavoidable in workplace which creates a negative impact; the employees may have a common goal with the competition to prove their skills, in such cases there often occurs a race and the result of the race turns into displeasure. To find the easier road to the squabble solution again comes with diversity, since has diversity clarification gets solution to the heart. The mutual respect, oneness, understanding and acknowledging will surely escalates the solution for squabble within the organisation. Workplace diversity preserves the relationship with the co-workers as well as the superior people.

# CORPORATE REPUTATION

The diversity at workplace is essential within the organization as well as outside; it builds the reputation of the company and leads to increased productivity and opportunities for workers. A good reputation of an organization builds the 'bank of goodwill'. If an organization is renowned for its job ethics, best employment practices and diversity will automatically enchant the qualified applicants towards our organization. It is influenced that a reputed organization retains a self image, behaviour, communication and symbolism for its projects.

# CAREER

The global market creates two kinds of opportunities for employees – opportunities for promotion and employment development. The global market opens the door for an employee with what we hadn't learned in the grad school but experienced through workplace diversity, i.e., communication, collaboration, quantitative literacy, intellectual self-confident and digital literacy. Communicating with various races of people, collaborating with people who don't belong to our worldview, understanding the quantitative form and imagine beyond the subjects, project and plans, these qualities will build the career for an employee.

# DYNAMIC DEVELOPMENT

The socialism, leadership and career development will expose an employee with different cultures and background. The employees dynamically learn from co-workers with varying work style and attitude and reflect the company's mission, core value and strategic goals. The workplace diversity builds the confidence of employees to complete even more complex tasks with dynamic collaboration and feel valued for their effort; it also provides necessary tools for decision making processes.

