

# Impacts Of Traditional Organizational Structures On Diversity In Workplaces

Posted on October 2, 2018

## Introduction

Organizational structure is a system used to show how an organization operates. It helps highlight the roles and functions of each job. The organizational structure helps establish a communication channel for the organization and works to achieve its business objectives and goals<sup>[1]</sup>. Traditional [organizational structure](#) normally consists of business management and layers of subordinates where each subordinate works their own activities. Workplace diversity refers to the differences between the employees in an organization. Workplace diversity includes race, educational background, personality, gender, etc. [2]. Thus, workplace diversity is not only how a person perceives himself but also how he/she perceives others. Therefore, the paper discusses how the traditional organizational structure has undermined the initiative to improve workplace diversity.

## Impacts of Traditional Organizational Structures on Workplace Diversity

### Communication

Organizational communication plays an important role in improving workplace diversity. In [traditional organizational structures](#), communication is done from the organization management to subordinates of the organization; thus, it does not involve employees in decision-making. Therefore, organizational leadership starts with communication. Thus, the traditional organizational structure does not involve employees in the decision-making process. This denies employees the ability to interact with one another, reducing the chances of improving workplace diversity. Therefore, the traditional organizational structure is rigid, thus undermining the improvement of workplace diversity.

### Decision-Making Process

Workplace diversity encourages creativity and innovation in an organization since it allows employees of different backgrounds and knowledge to express their views on certain problems in an organization. Thus, the diverse workplace offers more solutions to organizational problems due to their different perception of things. This helps businesses to develop different approaches to challenges they are facing and respond to changes more effectively. Therefore, the involvement of

the staff in the decision-making process improves workplace diversity, but in traditional organizational structure, the decision is made by the managers without consulting his/her staff [3]. This hinders creativity and innovation in an organization, and it undermines the improvement of workplace diversity.

## Traditional Organizational Culture

A traditional organizational structure has a traditional organizational culture. A traditional organizational culture does not improve diversity in the workplace. This is because, in a traditional organizational culture, authority is maintained centrally, and employees just follow orders. Also, the organization does not react to changes within and outside the organization since the systems are built to maintain stability<sup>[4]</sup>. Under traditional organizational culture, structures within the organization work independently, which creates division among the employees, resulting in conflict between departments. Thus, traditional organizational culture undermines the improvement of workplace diversity.

## Poor Interpersonal Relationships in the Workplace

The traditional organizational structure does not allow the employees to work together. Also, information sharing and collaboration are limited to the reporting structure. This makes people develop poor interpersonal relationships as they compete for power and recognition. Due to departmental competition associated with traditional organizational structure, staff become territorial about their departments, creating rivalry within the organization[5]. Thus, rivalry and competition create animosity among the employees within the organization, which does not help improve workplace diversity. Poor interpersonal relationships in the workplace create division and tension among employees.

## How to Overcome these Challenges

To overcome these challenges, the organization must develop an effective communication channel that involves organizational staff. Creating a communication channel that involves everyone will increase interaction among staff, thus improving workplace diversity. Also, the organization should involve its employees in the decision-making process. Involving employees in the decision-making process will improve their interaction within the organization, hence improving workplace diversity. Furthermore, the organization should adopt a team-based structure that will improve the organization process. A team-based structure will improve organizational communication structure, decision-making process, and employee interrelation<sup>[6]</sup>.

## Conclusion

The traditional organizational structure has a hierarchical structure with power positioned towards the top leadership of the organization. This structure denies information sharing among the employees, which leads to competition, creating rivalry among the staff. Therefore, traditional organizational structure undermines the improvement of workplace diversity. For the organization to improve workplace diversity, it must adopt a team-based structure.

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