

The Diversity of Workforce in the Public Sector

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Workforce Diversity in Contemporary Organizations

Workforce diversity is the one crucial paradigm of today's competitive business world. Organizations consider diversity in the form of the workforce, which appears to have many advantages and challenges. The feature of workforce diversity can be immensely productive for organizations if management considers all the factors related to the particular concept of diversity in the workforce.

The diversity of the workforce is identified as the specific form of the workforce, which comprises a broader combination of workers that can be characterized as different in classification. The element of difference can be explored within workers related to various racial and ethnic backgrounds.

The feature of difference can also be determined on the basis of the difference of ages, genders, and the feature of diversity in the case of domestic and culture. Key features or characteristics in the case of the workforce come with the consideration of the difference of race, ethnic group, gender, age, religion, sexual orientation, etc. Here, the particular focus is to deeply identify the concept of workforce diversity and how effectively it can be aligned with the features of the organization (Rosado, 2006).

Globalization and the Strategic Value of Diversity

It is notable to mention that the era of economic globalization makes it crucial for organizations to understand the importance of workforce diversity and take necessary measures to gain maximum benefit from the specific approach of diversity. It is crucial for organizations to effectively understand and manage the features of diversity. A better approach to diversity in organizations ultimately results in better employee performance. If workers understand each other's differences well and collectively focus on the organizational goals and objectives, then it provides a better approach to the management of the organization. Nowadays, it has become a major challenge or task for the leaders of public and private organizations to consider the proper understanding of the features of diversity in the workforce and take necessary measures in the organizations to attain a better form of a diverse workforce.

The concept of diversity refers to the differences that can be observed in the forms of age, sex, race,

religion, culture, etc. Workers in the organizations come up with many differences, which make them a diverse workforce. It is immensely crucial for organizations to critically identify the differences in the workforce and take necessary measures to effectively manage this form of diversity in the workforce. Management of workforce diversity is one crucial paradigm for both public and private organizations. It is necessary for organizations to understand the challenging perspective of workforce diversity. If organizations do not manage workforce diversity effectively, then it can be the reason for the low performance of the employees as they might get discriminated against on the basis of any difference. It is the duty of the managers of the organizations to understand the features of diversity that prevail in the case of workers. The adaptability of the proper approach from the management of the organizations ultimately results in better results.

The specific aspect of diversity in the workforce can be the reason for many benefits, which can be observed in the case of workers' performance and the overall productivity or growth of the organizations. Diversity in the workforce can be the reason for the motivation of the workers. It enhances the confidence level of diverse workers about the acceleration of their work performance. It can also be the reason for the particular approach of innovation and creativity, which is possible in the organization due to the consideration and active involvement of the employees who belong to diverse groups and come up with different ideas or strategies related to organizational aims. Flexibility is another determinant that can be attained in the case of workforce diversity in organizations. It makes people more flexible to accept the changing features in organizations. Workers become able to verily accept the feature of change as they are used to it due to the experience of workforce diversity.

Challenges in Managing a Diverse Workforce

The concept of workforce diversity is complex and aligns with the different challenges faced by organizations. It is essential for organizations to assess the features of concern in the particular case of workforce diversity in a timely manner. Communication is the one major concern that is observed in the case of workforce diversity in any organization. Sometimes, organizations face the issue of miscommunication and lack of understanding because workers might not be able to interpret the instructions as delivered by the management of the organizations. This particular issue can be positively addressed with the consideration of the proper policy related to the element of diversity and utilizing the element of team-building and performance in the organizations. It can be helpful for all the workers to understand the specific organizational approach and communicate with each other effectively and efficiently. Essential training for management and all workers is crucial to align everyone with the ultimate organizational goals and objectives. The facet of diversity should be implemented in the organization by considering the particular hierarchy in the form of a top-to-bottom approach. Proper consideration of all the employees provides an effective approach to satisfying them as their requirements are considered by the organization. It is observed that if organizations strictly adopt the policy of diversity, it can be the reason for the cost-effective approach. Organizations' management never faces different legal challenges related to employees'

concerns on the basis of their diversity.

It is essential for organizations to take necessary and timely actions to deal with the different challenges associated with the paradigm of workforce diversity and attain the maximum form of benefits from the phenomenon of diversity. The initial step recommended for the management of the organization is to critically evaluate the aspect of diversity across all the departments of the organization. Organizations can select an outside consultant to explore the aspect of diversity. This particular approach can be adapted as it provides an unbiased form of assessment in the case of workforce diversity. It is also essential for the management of the organizations to clearly document the aspects of change in case of overall performance. Proper documentation related to the features of diversity ultimately helps the organization's management to formulate the particular plan. An effective approach to planning is necessary to properly diversify all the aspects that require change for the advancement of the business (Bendick Jr, Egan, & Lofhjelm, 2001).

It is also a feasible aspect for the organization to establish reasonable goals of diversity, which might be able to change with the need of time. It is mandatory for organizations to ensure the necessary and vigilant check on the differences that might exist in case of workforce diversity and the actions taken by the management. Favorable actions by the organizations are required to accept every employee's identity, which might differ from each other. The diversity of the workforce is also critically considered during the recruitment process. It is the responsibility of the human resource department of the organization to select individuals based on their capabilities rather than adopting a biased and discriminatory approach. It will enhance the overall performance of the organization as it comes with the consideration of capable workers.

Diversity, Public Organizations, and Institutional Performance

Diversity in the workforce is a crucial consideration in the case of both private and public organizations. It is evident that proper consideration of workforce diversity leads to the enhancement of performance in both the cases of private and public organizations. It is the responsibility of the management of the public organization to consider the maximum gain that can be explored through the proper understanding and implementation of workforce diversity. Proper consideration and acceleration of workforce diversity should be the necessary paradigm and point of concern for the management of the organizations to encourage a large population of society to the effective functioning of organizations (Popescu & Rusko, 2012). It became the necessary approach of concern in the case of large public and private organizations to achieve the necessary aspect of competitive advantage. It can be the cause of the ultimate growth of the organization by considering the changing patterns of the business market.

To conclude the particular discussion about the feature of workforce diversity in organizations, it is essential to mention that it becomes necessary for organizations to critically assess different

challenges associated with the paradigm of workforce diversity and take necessary measures to gain maximum benefits that can be attained in case of diversity of workers. It is feasible for organizations to identify different capabilities and performance approaches that can be attained in the case of different employees who belong to diverse groups. An effective approach to diversity of workers can only be achieved effectively with the adoption of specific strategies and policies related to diversity. The prospect of communication can be ranked as the basic foundation that provides positive outcomes related to the concept of diversity in the case of the workforce. Proper understanding and consideration of the element of diversity is the crucial approach that can give a competitive edge to the organization.

References

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