

Diversity Sensitivity



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Introduction

Experimental studies as well as research on diversity usually suggest the organizations in the current era have been slow to adapting the sleet of diversity Management while other have been fast in the management of diversity. All the same each organization in either cases receives its own set of impacts in regard to organizations organization (Beham & Schwalbach, 2012). Sensitivity to the aspect of Diversity at the identified corporate level usually moderates strategic type of decision making which is considered to influence the aspect of human resources management associated practices like diversity related initiatives. The following study offers a literature review on how the management of diversity sensitivity has an effect on the performance of an organization.

Testable Hypotheses

A testable hypotheses is one that can be effectively attained from verified data and is available for clarification. For this study, the testable hypotheses are the effect of diversity sensitivity on Organizational performance. Diversity is a key subject for the managers as well as organizations. In the **year 1999**, about 28% of the residents in the US were considered to be members regarding the racial as well as ethnic minority groups and the US Census Bureau made a projection that this percentage is likely to increase to 40% by the year 2030.

Relevant Literature

A wide range of literature as well as studies typically suggest that the culturally diverse firms usually outperform their more types of homogeneous counterparts. There is a relationship that exists between the aspect of workforce associated diversity and that of performance in the

organization (Ritter, 2013). Therefore, workforce diversity sensitivity rate in an organization can be used as a determinant for enhancing the performance of organizations. A resource-based view regarding the organization as a theoretical associated foundation for the comprehension of cultural diversity's role in assisting firms attaining a higher competitive advantage. This is to say that the competitive advantage is enhanced by workforce diversity or reduced by how well they manage the diversity sensitivity in the organization by the managers (Casad & Bryant,2016).

The term diversity sensitivity is usually utilized to describe the organizations which have high value for a diverse workforce at all the identified levels in the organizations. There are numerous organizations that believe in working with a diverse population for increased efficiency. For these organizations it's vital for them to meet the various needs regarding the diverse management population so as to attain increment in the performance of organizations. This type of corporate-level associated attitude is usually articulated as well as performed via diversity Management practices that are aligned towards the various organizations' strategies (Beham & Schwalbach, 2012).

Many organizations can manage diversity associated sensitivity in the organization so as to attain the desired results in the organizational performance. There are various ways in which organizational leaders along with managers can ensure they attain an effective diversity workforce. First and foremost, there is the use of workforce training. Training helps in teaching the workforce on how to operate effectively together without any kind of differences in the workplace despite the diversity that exists in the organization (Lee, 2018). Diversity training and seminars help in imparting the desired knowledge along with skills needed for the collaboration of efforts and tasks with other people who are in the organization despite the differences.

Diversity management has been known to improve the workforce comradery, along with customer satisfaction to enhance Communication among the identified members regarding the workforce and to enhance organizational performance. Diversity management can be referred to as a strategic-driven associated process; it's also known as a process that has an emphasis on the identified building skills along with the creation of policies which bring out the most appropriate character in each employee and in the assessment of the marketing issues as an outcome of the altering workforce along with the current demographics (Casad & Bryant,2016). Organizations need to put into consideration the various aspects of diversity into consideration since it is posed to bring about numerous changes that are bound to negatively as well as positively impact organizations depending on how well they adapt and manage the aspect of **Diversity** (Soifer & Pickering-Bernheim, 2014).

Participation Selection Procedure

Selection procedure is a vital process for each and every study, because it helps with proper selection of participants. Since it helps in the selection of the participants in the most appropriate way. The participation selection procedure that will be used is convenience sampling. In this sampling process, the identified participants are usually consecutively selected in order of their appearance in accordance to the convenient accessibility. This process of sampling usually ends when the whole participants along with the time limit are attained. Randomized clinical associated trials are often in the basis of convenience sampling. After sampling, the identified participants are often randomly allocated to the given Interventions or even the control group (Borch & Jørgensen, 2013). This will help in attaining different views on different people with ease and reduce the

amount of time that is used in the collection of data along with information. It also helps attain efficiency as well as feasibility of the given research process.

Data Collection Methods

The data collection techniques that will be used will improve the comprehension of the nature as well as dynamics regarding the actuality of diversity management. The research will use qualitative data collection methods to look at the various elements that offers deep understanding of the raw data. Qualitative data methods entail the gathering along with analysis and in the controlling of data. There will be the use of three Qualitative data Collection methods which are the participant observation as well as interviews and even document and artifact gathering (Lichtman, 2013).

There will be the use of participant observation. In this case, the researchers usually immerse themselves in the daily lives regarding the given subjects (Lichtman, 2013). It can be referred as fieldwork. There is also the use of interviews which can be variable in formality from the use of informal chats to the structured interviews which will enhance the convenience of the research. Finally, there will be the use of document along with artifact collection. It uses materials online to attain the data.

Proposed Quantitative Research Dependent

The Quantitative Research dependent is that **human diversity** in the identified workgroups enhances the creation of a richer flow regarding the ideas along with thus possesses the potential to raise the creativity and innovations. This is considered to enhance organizational financial associated performance. Diverse perspectives usually enhance the creation of a potential for

enhanced problem solving in the workforces which are culturally diverse. Workforce performance in a diverse population is dependent on the appropriate management of the workforce.

Potential Ethical Problems

Every research is faced with possible ethical issues and so is this one. Ethical issues may arise when the research includes a higher number of people than that which is considered to be needed for effective research outcomes. Scope in this essence is that a good and effective research needs to be well adjusted as well as effectively planned, designed and even ethically approved. Conflicts of interest may also be present due to the amount of diverse people that will be studied. It is vital to come up with effective ways in which to prevent this. Another ethical issue is the redundant publication along with plagiarism. Originality is key in every research and issues of copyright should be avoided. Moreover, there is the ethical issue of data analysis whereby data may be analyzed inappropriately causing recession feelings to the studied groups.

Limitations of Research Proposal

There are various limitations that may make this research inconveniencing or ineffective. Understand the prevalent limitations is vital to know how to prepare for the actual research. First and foremost, there is the budgetary limitations. The high costs entailed in surveying as well as interviewing individuals usually limits the use of these strategies in carrying out studies. Another limitation is regarding the aspect of logistics. There are great challenges in attaining the needed individuals along with equipment to carry out a study. Time restrictions may also be an issue due to the amount of people that are needed to be interviewed may be more. There is also the issue of unknown target population size which are due to the lack of data on all the existing utilizers .

Conclusion

The indispensable type of nature regarding the aspect of diversity management as a form of concept is considered to be no longer contestable since it has become a key necessity for any company which wishes to have an optimized productivity regarding its identified workforce. Organizations, as well as firms, are presently faced with external rivalries that arise from a globalized type of workforce which requires the application regarding a diversified management set of principles along with culture and the aspect of managerial thinking. A globalized workforce places big expectations on the managers on the identified need to attain a higher premium on the associated appropriate management regarding a diversified workforce. Management of diverse workforce is vital in facilitating efficiency as well as feasibility in organizations and in the performance and success of the organization. It should be managed well for a higher competitive advantage (Soifer & Pickering-Bernheim, 2014).

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