A Study Proposal on the Significance of Workplace Diversity on Human Resource Development

**Crystal -- OK.  Keep in mind that diversity includes not only culture, race, gender, etc.,**

**but also, diversity of ideas, thoughts, values and philosophies.  How to we ensure that those concepts are included???**

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**Introduction**

 Human beings interact with each other in executing several activities. For instance, in the business world, people usually interact with each other regardless of their cultural background, which is significantly attributed to the increased globalization. However, during the interaction, activities such as human resource development may either be promoted or discouraged by how an organization embraces diversity in the human resource development at workplaces. It is crucial to note that diversity refers to a situation whereby an organization deliberately acquires the human resource from individuals drawn from a different race, gender, age, religion, education, ethnicity, and sexual orientation. Although it may be difficult to incorporate all these factors in human resource development, they are very impactful.

 Diversity acts as a threat and opportunity to organizations and individuals, which is primarily influenced by the kind of response given. According to Hofhuis et al. (2016), managing cultural diversity has been considered an enormous challenge to many organizations across the globe in the last few decades. For instance, after the September 11 attack in the U.S.A., many people negatively impacted Muslims (Sharma, 2016). Such practices make it necessary for human resource development to focus on promoting diversity. When the employees are diverse, the creativity, flexibility, and innovation of a group may be enhanced (Hofhuis et al., 2016). The management of diversity is mostly influenced by discouraging any form of discrimination (Sharma, 2016). Many studies have also concluded that a diverse team is better than a homogenous team regarding cohesion, interpersonal communication, and ability to resolve conflict are concerned (Hofhuis et al., 2016). Remarkably, diversity at the workplace may create a conducive environment for the employees to treat each other most respectfully. Through mutual respect and cohesion, the set objectives or goals may be attained easily. However, before embracing diversity at the workplace, the management and the human resource department should play a significant role in creating awareness about the issue. It is also worth noting that such information may be required on how diversity at workplaces can influence individual and organizational performance. This paper is focused on the ignorance of workplace diversity in human resource development.

**Justification of the Study**

 The study about the significance of diversity is not only beneficial to organizations but also individuals. For organizations and individuals to be successful in the ever-evolving world, there is an urgent need to understand and appreciate diversity, especially at workplaces. Notably, the workplace is becoming more diverse than ever before, and this is due to the influence of worldwide economic integration, otherwise referred to as globalization (Inegbedion et al., 2020). As a result, people are at a higher chance of interacting with individuals from diverse cultures. The condition implies that for a business person or an organization to be successful, they must have sufficient knowledge and skills to operate in a diverse environment. For instance, through the study, one may appreciate practicing cultural competence and tolerating divergent cultural values and practices. Therefore, individuals and organizations must be involved in such type of study since it will create a conducive environment for businesses to prosper in the globalized business environment by ensuring that they develop the human resources accordingly.

**Proposed Structure for the Study**

 The study will include abstract, introduction, background, methodologies, results, discussions, recommendations, and conclusions, and this will appear in the order shown below.

  i.      Abstract

                                                             ii.      Introduction

                                                            iii.      Background/Literature Review

                                                           iv.      Methodologies

                                                            v.      Results

                                                           vi.      Discussions

                                                         vii.      Recommendations

                                                        viii.      Conclusion

                                                           ix.      References

**Timeline Outline**

For the study's objectives to be met accordingly, it will be crucial to ensure that a timeline has been adhered to. In total, the project should be completed after eight weeks, which is equivalent to one month. The first two weeks will be spent collecting the relevant materials and information, such as secondary information sources. In particular, if primary sources of information such as interviewing, administration of questionnaires, and surveys will be used, the first two weeks will be used to seek their consent and inform them on what they will be required to do. The next step will involve collecting data from the collected materials, and this should take exactly one week. After that, data collected will be analyzed accordingly for one week. Eventually, a detailed report will be drafted and reviewed accordingly for two weeks before being submitted to the relevant individuals or organizations to implement the recommendations as much as possible.

**Conclusion**

The study will be conducted in eight weeks to discover the significance of embracing diversity in human resource development. People should learn to work in a diverse working environment, which can be achieved through human resource development. However, before human resource development, it is crucial to understand the possible impacts of embracing diversity at workplaces. Diversity may act favor or discourage an organization and individual. The recommendations obtained may be useful to organizations and individuals since it will enable them to prepare accordingly. Therefore, it is important to ensure that the issues raised in the study are implemented to develop the human resource in readiness to respond to any challenge resulting from diversity.

**References**

Hofhuis, J., Van Der Rijt, P. G., & Vlug, M. (2016). Diversity climate enhances work outcomes through trust and openness in workgroup communication. *SpringerPlus*, *5*(1), 714.

Inegbedion, H., Sunday, E., Asaleye, A., Lawal, A., & Adebanji, A. (2020). Managing diversity for organizational efficiency. *SAGE Open*, *10*(1), 2158244019900173.

Sharma, A. (2016). Managing diversity and equality in the workplace. *Cogent Business & Management*, *3*(1), 1212682.