



Managing Diversity in Organizations

Robert T. Golembiewski

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Managing Diversity in Organizations focuses on a key issue that organizations are facing--diversity. It is here, and it is growing. The only question now is how well we deal with diversity, especially in organizational contexts.

Golembiewski identifies the many forces and factors propelling us into the age of diversity in organizations--ethical, political, philosophic, demographic, and so on--and details the historical and contemporary approaches. Most practice has focused on a "level playing field" or equal opportunity and "tilting the playing field" or equal outcomes. This volume focuses on diversity as a strategic device rather than as a nicety rooted in behavioral and organizational research. Managing diversity successfully in organizations requires a thorough understanding of management infrastructure that is consistent with diversity--especially structures of work, policies, and procedures that institutionalize and build diversity.

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