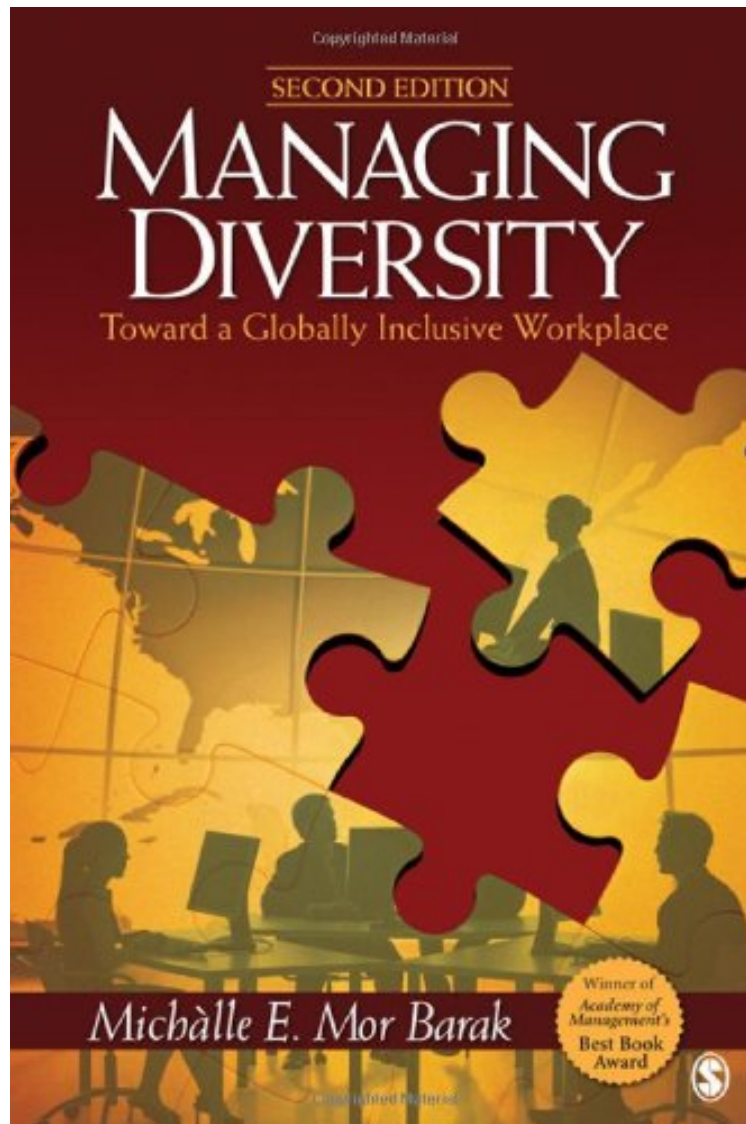


(Download) Managing Diversity: Toward a Globally Inclusive Workplace

Managing Diversity: Toward a Globally Inclusive Workplace

Michalle E. Mor Barak

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Successful management of today's increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the Second Edition of this award-winning book, Michalle E. Mor Barak argues that exclusion is one of the most significant problems facing today's diverse workforce. She provides a wealth of up-to-date information on demographic, legislative, and social policy trends, analyzes the causes and consequences of workforce exclusions, and demonstrates the benefits of implementing inclusive practices. She provides a comprehensive model of a sample Inclusive Workplace, as well as suggestions on facilitating its implementation.

"A welcome addition to the emerging dialogue on diversity management is Michalle E. Mor Barak's inclusive workplace model...Managing Diversity comprehensively addresses the corporate role for inclusiveness as part of workforce management as well as at community, state and federal, and international levels... In this text, Mor Barak, who holds joint appointments at the University of Southern California Schools of Social Work and Business, has made a substantial contribution to the human resources and management literature." (PROFILES IN DIVERSITY JOURNAL)" Authored by an extremely knowledgeable professor with a joint appointment in business and social work at the University of Southern California, this volume provides a thorough, well-written, and interesting resource on managing global workplace diversity that will be useful to both the practitioner and the conceptual researcher. . . . All in all, this is a refreshing and compelling volume that will be useful to anyone in global business management. . . . Highly recommended." (T. Gutteridge CHOICE)<http://www.usc.edu/uscnews/stories/12238.html> (USC)"A welcome addition to the literature on building a globally inclusive workplace; it deals with diversity of the diversity concept in different countries in terms of definition, underlying diversity theories, interpersonal and cultural aspects, and communication in the workplace; Several distinguishing features of this book deliver value to the reader. Firstly, the book goes into the causal roots of workplace exclusion practices of employers as also their consequences. The analysis focuses on the groups that are commonly excluded in different parts of the world. Secondly, the book provides latest information on changing workplace realities across countries, including legislation, demography, and developments in social policy. This has been done through vignettes and case studies from different parts of the world. Thirdly, it envisages a comprehensive "inclusive workplace model" which among others includes policies, procedures, and programs that can help implement development of an inclusive workplace. Fourthly, the book gives cogent explanation for developing globally diverse workforce as a business case. Fifthly, it carries both theoretical content and practical information. The book offers some thoughtful illustrations and practical solutions to problems involved in developing a globally inclusive workplace; The book will be helpful for students and scholars in international business management, international HRM, diversity management and cross-cultural management. It is a useful resource for conceptualizing and implementing an inclusive workplace agenda. It reflects a global perspective and will interest readers across countries. The book has demonstrated well that when diversity and inclusion are being practiced as business strategies, they help in providing competitive advantage. It rightly suggests that in order to meaningfully practice DM people must be educated and held accountable for demonstrating new behaviors and competencies envisaging support for a diverse and inclusive workplace." -Debi S. Saini Vision-The Journal of Business Perspective, Vol. 9 No. 1 (January-March, 2005) (Debi S. Saini)Managing Diversity: Toward a Globally Inclusive Workplace. Michalle E. Mor Barak. Thousand Oaks, CA: Sage Publications, 2005, 342 pages. ISBN: 0-76192773-5 \$49.95 paperback This is a timely book. The book's subject, managing diversity in a global workplace, portends the future for a growing area of social work policy and practice. The author frames a compelling logic undergirding a worldwide movement for inclusiveness. The body of the text is presented in three sections: Part I, the global context for diversity management; part II, a social psychological perspective on workplace diversity; and part III, managing a diverse workforce in the global context--the inclusive workplace. Highlights of the book include a clearly developed conceptual model with definitions of diversity that integrate global workforce diversity management at the micro, mezzo, and macro levels. A range of policy and direct practice implications flow from the model. The book has numerous real-life examples and case vignettes illustrating and reinforcing the author's premise of a diverse, inclusive global workforce. Added support is found in relevant literature from selected countries. Covered throughout the text and summarized in succinct tables are worldwide legislation against sexual orientation discrimination, prohibiting sexual harassment, affirming universal human rights, and promoting affirmative action. Included in the book are a typology of definitions of diversity, dimensions of cultural difference, approaches to diversity management, and organizational implications of an inclusive workforce. Other contributions found in the book are an integrative definition of diversity management as well as a listing of components of an inclusive workplace. The book's appendix presents two author-developed instruments. One is a scale that measures perceptions of workplace inclusion--exclusion, and the other is a diversity perception scale. Also in the appendix is an extensive reference list drawn from worldwide sources. The references are a great resource for practitioners, policymakers, and researchers. Each will find a global literature treasure trove. A culturally diverse,

inclusive workforce is well supported by social work values and ethics. A valuable resource for social work practice in a global context, the book is also highly recommended as a text in social work education programs. John J. Stretch Saint Louis University

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About the Author Award-winning author Michale E. Mor Barak, PhD is the Dean and Professor of Social Work and Business in a Global Society at the University of Southern California in Los Angeles with a joint appointment at the School of Social Work and the Marshall School of Business.