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INTRODUCTION; 1.1 Aim of the Study and Research Questions; 1.2 Methodology; 2 MANAGEMENT OF CULTURAL DIVERSITY IN ORGANIZATIONS; 2.1 Definitions and Theory: Cultural Diversity Management in the Workplace; 2.1.1 The Concept of Organizational Diversity; 2.1.2 Workplace and Employee Diversity Management; 2.1.3 Cultural Diversity and its Management; 2.1.4 Measurement of Cultural Diversity; 2.1.5 Issues of Race, Ethnicity, and Culture; 2.2 Inevitability of Diversity in the HR World; 2.2.1 Target Group Companies for Diversity Management; 2.2.2 Current Cultural Diversity Popularity Trends; 2.2.3 The Role of HR - Allocation of Cultural Diversity Management; 2.3 Business Case: Diversity as the Right Thing to Do; 2.4 Diversity Outcomes - What Could Companies Expect?; 2.4.1 Organization-Level Outcomes; 2.4.2 Group-Level Outcomes; 2.4.3 Individual-Level Outcomes - Importance of Psychological Variables; 2.5 Chapter Summary; 3 PSYCHOLOGICAL MECHANISMS AND OUTCOMES OF DIVERSITY INITIATIVES; 3.1 Explanatory Approaches of Diversity Outcomes; 3.1.1 Social Identity Approach; 3.1.2 Information-Processing and Problem-Solving Approaches; 3.1.3 Intergroup Contact Theory; 3.1.4 Ironic Processes Theory; 3.1.5 Inference: Applying Theoretical Approaches in Diversity Initiatives; 3.2 Attitudes and Attitudes towards Diversity; 3.2.1 Theory, Practice, and Operationalization of Attitudinal Research; 3.2.2 Achieving Attitudinal Change in Organizations; 3.2.3 Inference: Applying Attitudes Towards Diversity in Diversity Initiatives; 3.3 Commitment; 3.3.1 Theory, Practice, and Operationalization of Commitment Research; 3.3.2 Consequences of Organizational Commitment; 3.3.3 Strategic Human Resource Management: Commitment Paradigm; 3.3.4 Inference: Applying Organizational Commitment in Diversity Initiatives; 3.4 Chapter Summary; 4 CULTURAL DIVERSITY INITIATIVES AND TRAININGS; 4.1 Successful Diversity Management Implementation; 4.1.1 Introduction of Cultural Diversity Initiatives; 4.1.2 Alignment of Diversity Management Strategies and HR Practices; 4.1.3 Best Practices of Diversity Management Strategies and Practices; 4.2 Cultural Diversity Trainings in Organizations; 4.3 Training Goals; 4.3.1 Eliminating Stereotype, Prejudice, and Discrimination; 4.3.2 Raising Cultural Competence; 4.4 Diversity Training Inputs: Context, Design, Trainee Characteristics; 4.4.1 Training Context; 4.4.2 Training Design; 4.4.3 Training Methods; 4.4.4 Trainee/Trainer's Characteristics; 4.5 Diversity Trainings: Outcomes regarding Psychological Variables; 4.5.1 Cognitive Outcomes; 4.5.2 Affective/Attitudinal Outcomes; 4.5.3 Behavioural (Skill-based) Outcomes; 4.6 Effectiveness of Diversity Trainings; 4.7 Critical Reflections on Cultural Diversity Trainings: Problems and Solutions

Sommario/riassunto

Hauptbeschreibung Changes in the demographic structure of the modern workforce and strategies for increasingly globalized business are resulting in a multitude of questions about cultural diversity and its management within organizations. ""Cultural Diversity Management in Organizations"" focuses on the status quo of empirical and theoretical research within the demesne of cultural diversity management, providing a topical insight into research in that field, describing the consequences of Diversity for organizations and the psychological variables targeted in cultural diversity man
