

1. Record Nr.	UNINA9910220132703321
Titolo	Managing diversity in corporate America : an exploratory analysis // Jefferson P. Marquis ... [et al.]
Pubbl/distr/stampa	Santa Monica, Calif., : RAND, 2008
ISBN	0-8330-4439-7
Descrizione fisica	1 online resource (45 p.)
Collana	Occasional paper ; ; OP-206-RC
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Disciplina	658.3008
Soggetti	Diversity in the workplace - United States - Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references (p. 33-34).
Nota di contenuto	Introduction -- The diversity management literature -- Does the diversity literature hold up in practice? -- Are best practices enough? -- Conclusion -- Appendix: A. Fortune's criteria for the "best companies for minorities" -- B. Diversity manager interview protocol.
Sommario/riassunto	Managing diversity has become a primary concern of top U.S. corporations. In this paper, the authors develop a fact-based approach to modeling diversity management. They use the model to determine whether diversity-friendly corporations really do stand out from other companies by analyzing the strategies pursued by 14 large U.S. companies recognized for their diversity or human resource (HR) achievements. Finally, to understand whether best practices alone make a company diversity-friendly, they compare a number of characteristics of best diversity companies, best HR companies, and other compa