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Titolo	Diversity and Inclusion in the Global Workplace : Aligning Initiatives with Strategic Business Goals // edited by Carlos Tasso Eira de Aquino, Robert W. Robertson
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Palgrave Macmillan, , 2018
ISBN	3-319-54993-6
Edizione	[1st ed. 2018.]
Descrizione fisica	1 online resource (243 pages)
Disciplina	658.3008
Soggetti	Personnel management Economic sociology Business—Religious aspects People with disabilities Sociology Human Resource Management Organizational Studies, Economic Sociology Faith, Spirituality and Business Disability Studies Gender Studies
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	Dedication -- Acknowledgements -- Introduction -- 1: Diversity Across Cultures -- 2: Age Diversity in the Workplace -- 3: Race, Ethnicity, and Religion in the Workplace -- 4: Sexual Orientation and Gender Diversity in the Workplace -- 5: Diversity and Workplace Spirituality -- 6: Design Thinking – Problem Solving in the Diverse Workplace -- 7: Diversity in Learning -- 8: Embracing People with Special Needs and Disabilities -- 9: D&I and Leadership in Organizations -- 10: D&I in Higher Education: Global Citizenship and Intercultural Competency -- 11: Work-Life Balance in the Workplace -- 12: D&I Framework: Diagnostics, Gap Analysis, and Action Plan. .
Sommario/riassunto	This edited collection offers a nontraditional approach to diversity

management, going beyond gender, race, and ethnicity. Examining ageism, disability, and spirituality, the book provides a discussion of different D&I applications and introduces a framework consisting of a diagnostic phase, gap analysis, and an action plan, which can be modified to attend to specific needs of organizations. Researchers and practitioners will learn a viable way to address diversity in global organizations.

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