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Nota di contenuto	Cultural Diversity Management in Organizations: The Role of Psychological Variables in Diversity Initiatives; ACKNOWLEDGMENT; ABSTRACT; Abstract (Deutsch); TABLE OF CONTENTS; 1 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 Culture2.2 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 Outcomes3.1.1 Social Identity

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 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 domain 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 management.
