

1. Record Nr.	UNINA9911019896103321
Titolo	Individual diversity and psychology in organizations / / edited by Marilyn J. Davidson and Sandra L. Fielden
Pubbl/distr/stampa	Hoboken, NJ, : J. Wiley, c2003
ISBN	9786610101627 9781782688938 1782688935 9781280101625 1280101628 9780470869635 0470869631 9780470013359 0470013354
Descrizione fisica	1 online resource (xxv, 406 p.) : ill
Collana	Wiley handbooks in the psychology of management in organizations
Altri autori (Persone)	DavidsonMarilyn FieldenSandra L
Disciplina	658.3/008
Soggetti	Diversity in the workplace Organizational effectiveness Multiculturalism
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	PART I STRATEGIC APPROACHES TO DIVERSITY; 1 Developing Strategic Approaches to Diversity Policy; 2 The Importance of Diversity in Innovation; 3 Diversity in the Context of Business Ethics; 4 Managing Diversity: Developing a Strategy for Measuring Organizational Effectiveness; PART II LEGAL AND CULTURAL ISSUES; 5 Management of Diversity in the UK-the Legal and Psychological Implications; 6 Affirmative Action as a Means of Increasing Workforce Diversity; 7 Principles and Practice of Gender Diversity Management in Australia; 8 Organizational Efforts to Manage Diversity: Do They Really Work?; 9 Managing Diversity: Caste and Gender Issues in Organizations in India; PART III SPECIFIC FORMS OF DIVERSITY; 10 Gender Diversity and

Organizational Performance; 11 Analysing the Operation of Diversity on the Basis of Disability; 12 Managing Racial Equality and Diversity in the UK Construction Industry; 13 Is Diversity Inevitable? Age and Ageism in the Future of Employment; PART IV DIVERSITY TRAINING AND ITS EFFECTIVENESS; 14 Designing a Diversity Training Programme that Suits Your Organization; 15 Diversity Issues in the Mentoring Relationship; 16 Networking and the Modernization of Local Public Services: Implications for Diversity; 17 Workable Strategies and Effectiveness of Diversity Training; PART V RECOGNIZING STEREOTYPES, ATTITUDES AND BIAS; 18 What You See Is What You Get: Popular Culture, Gender and Workplace Diversity; 19 Male Managers' Reactions to Gender Diversity Activities in Organizations; 20 Bias in Job Selection and Assessment Techniques; PART VI THE FUTURE - THE MANAGEMENT OF DIVERSITY BEYOND THE MILLENNIUM; 21 Cultural Diversity Programmes to Prepare for the Twenty-first Century: Failures and Lost Opportunities; 22 Cultural Diversity in the IT-Globalizing Workplace: Conundra and Future Research; 23 The Future of Workplace Diversity in the New Millennium; Index.

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#### Sommario/riassunto

Workplace initiatives to manage diversity seek to fully develop the potential of each employee and turn their unique skills into a business advantage. Such fostering of difference enhances team creativity, innovation and problem-solving and is therefore an essential strategy for today's employers. Individual Diversity and Psychology in Organizations is an indispensable handbook for all those involved in managing diversity. Its academic and practice-oriented perspective is unique as it presents practical strategies and case studies alongside academic reviews, giving the reader a balanced overview of each topic. The team of expert authors examine international issues in diversity, such as: Strategies for managing organizational effectiveness; Legal and psychological implications; Diversity training and its effectiveness; Disability, racial equality, age and gender diversity; Affirmative action; Recognizing stereotypes and bias; Business ethics; The Future of diversity. This much needed handbook will be welcomed by researchers, academics and students in organizational psychology, management and business. It will also be of great use to professionals in human resources, equal opportunities management and management consultancy.

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