



WORKFORCE DIVERSITY

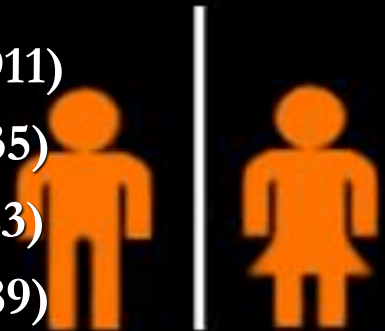
COURSE : ORGANIZATION BEHAVIOUR (MGT 321)

GROUP : BMD 5BA

LECTURER : PN. NIK NOR HASIMAH BT

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DEFINITION

THE CONCEPT THAT ORGANIZATIONS ARE BECOMING MORE HETEROGENEOUS IN TERMS OF GENDER, AGE, RACE, ETHNICITY, AND ABILITY.

IT MAKES PEOPLE DIFFERENT FROM OTHERS

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MAJOR WORKFORCE DIVERSITY CATEGORIES

GENDER

**DOMESTICS
PARTNER**

RACE

**NON-
CHRISTIAN**

AGE

DISABILITY

**NATIONAL
ORIGIN**

CATEGORIES

- **GENDER**

- PERCENTAGE OF WOMEN AND MAN IN A WORKPLACE.

- ORGANIZATION NEEDS TO ENSURE THAT HIRING AND EMPLOYMENT POLICIES CREATE EQUAL ACCESS AND OPPORTUNITIES TO INDIVIDUALS REGARDLESS OF GENDER

- **RACE**

- THE PERCENTAGE OF HISPANICS, BLACKS, AND ASIANS CONTINUES TO INCREASE (U.S).

MALAY, CHINESE, INDIANS, ETC (MALAYSIA).

- ORGANIZATIONS SHOULD PROVIDE EQUAL ACCESS AND OPPORTUNITIES REGARDLESS OF RACE

- **AGE**

- RECENT POLLS INDICATE THAT AN INCREASING PERCENTAGE OF EMPLOYEES EXPECT TO WORK PAST THE RETIREMENT AGE OF 65 (U.S)

- ORGANIZATIONS CANNOT DISCREMINATE O THE BASIS OF AGE AND NEED TO MAKE ACCOMMODATIONS TO THE NEEDS OF OLDER WORKERS

- **DISABILITY**

- ORGANIZATIONS NEED TO ENSURE THAT JOBS AND WORKPLACES ARE ACCESSIBLE TO THE MENTALLY AND PHYSICALLY CHALLENGED, AS WELL AS TO THE HEALTH CHALLENGED

- **DOMESTICS PARTNER**

- AN INCREASING NUMBER OF GAY AND LESBIANS EMPLOYEES, AS WELL AS EMPLOYEES WITH LIVE-IN-PARTNER OF THE OPPOSITE SEX,ARE DEMANDING THE SAME RIGHTS AND BENEFITS FOR THEIR PARTNER THAT ORGANIZATIONS HAVE PROVIDE FOR TRADITIONAL MARRIED COUPLES