

CHAPTER OVERVIEW

5: Diversity in Organization



Exhibit 5.1 (Credit: rawpixel/ Pixabay/ (CC BY 0))

Learning Outcomes

After reading this chapter, you should be able to answer these questions:

1. What is diversity?
2. How diverse is the workforce?
3. How does diversity impact companies and the workforce?
4. What is workplace discrimination, and how does it affect different social identity groups?
5. What key theories help managers understand the benefits and challenges of managing the diverse workforce?
6. How can managers reap benefits from diversity and mitigate its challenges?
7. What can organizations do to ensure applicants, employees, and customers from all backgrounds are valued?

[5.1: An Introduction to Workplace Diversity](#)

[5.2: Diversity and the Workforce](#)

[5.3: Diversity and Its Impact on Companies](#)

[5.4: Challenges of Diversity](#)

[5.5: Key Diversity Theories](#)

[5.6: Benefits and Challenges of Workplace Diversity](#)

[5.7: Recommendations for Managing Diversity](#)

[5.8: Glossary](#)

[5.9: Summary of Learning Objectives](#)

[5.10: Chapter Review Questions](#)

[5.11: Managerial Skills Application Exercise](#)

[5.12: Managerial Decision Exercise](#)

[5.13: Critical Thinking Case](#)

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