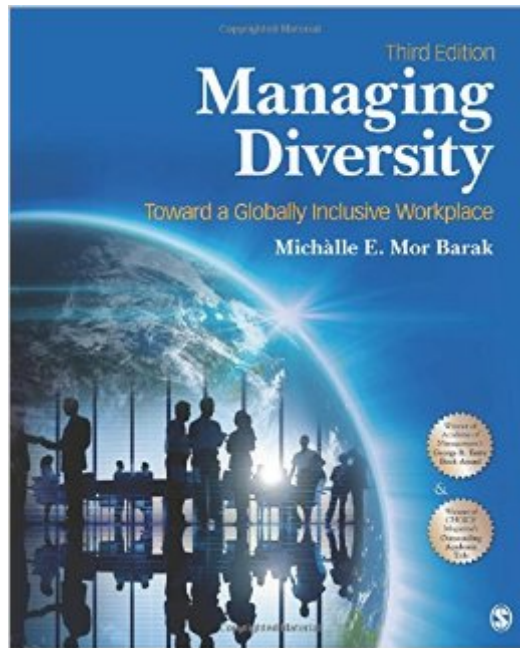


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# Managing Diversity: Toward A Globally Inclusive Workplace



## Synopsis

Successful management of today's increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the third edition of the award-winning book, *Managing Diversity: Toward a Globally Inclusive Workplace*, Michelle E. Mor Barak argues that exclusion is among the most critical and pressing problems faced by today's heterogeneous workforce. Using an original model for creating a globally inclusive workplace coupled with engaging real-world case studies, she outlines unique strategies for unleashing the embedded potential in a multicultural and diverse global workforce. First Edition: Winner of the 2006 Outstanding Academic Title Award from CHOICE Magazine and the 2007 Academy of Management's George R. Terry Book Award for "outstanding contribution to the advancement of management knowledge" •

## Book Information

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## Customer Reviews

Well, this is a textbook. So the people don't really have a choice on whether to purchase this or not. But I will tell you, it's not very well written. There are tons of typos and grammatically errors in it. And basically the author keeps repeating the same thing over and over and over in the book. "Diversity gives organizations a competitive advantage." Ok. I got it when you stated that on page 3. And I appreciated the refresher on page 10. Got annoyed on page 20. Then got even more annoyed at all the subsequent restatements of the same thing. If there was Cliff Note version, it would probably be only 1 page long. Sorry. I know you have to read it for school and don't have a choice, but you're in

good company with the rest of us who were already forced to read it.

Employee cohesion and high morale in the workplace are generally accepted, along with quality products and services, as contributing to a company's healthy bottom line. To be successful in today's complex multinational and multicultural as well as domestic work environments, however, businesses must concurrently manage new thresholds of employee, supplier and customer diversity at several levels all at once. A welcome addition to the emerging dialogue on diversity management is Michèle Mor Barak's inclusive workplace model. In *Managing Diversity: Toward a Globally Inclusive Workplace* (Sage Publications, 2005), she encourages work organizations to adopt a new perspective on diversity. Building on its expanding importance to the workplace amid new socio-demographic and legislative trends, *Managing Diversity* comprehensively addresses the corporate role for inclusiveness as part of workforce management as well as at community, state and federal, and international levels. In essence, the inclusive workplace is a layered ideal, each level of which complements the others and advances corporate effectiveness. At the workplace level, it honors individual and inter-group differences, while at the community level it also contributes to its surroundings, regardless of whether profits are directly realized. Within the wider environment, it expresses concern for and supports advancement of such disadvantaged or marginalized groups as immigrants, women, and the working poor. And in the instance of multinational companies, it willingly collaborates with individuals, groups and organizations across national and cultural boundaries. Of note is the practical relevance threaded throughout the book, such as the important distinction that Mor Barak makes between visible (i.e., observable differences) and invisible diversity (such not readily apparent attributes as religion, education, tenure or world view). While discrimination toward either kind is unacceptable, the nature of invisible diversity presents human resource managers the added challenge of a consideration that is difficult to monitor. A portion of *Managing Diversity* delves into the complex web of skills, knowledge, and values that combine to shape the inclusive workplace. From an overview of diversity-related employment legislation around the world, to theoretical perspectives on diversity and its meaning in different cultural contexts, to cross-cultural communications, the book is filled with colorful, well-researched examples. The inclusive workplace model itself, however, is applicable to work organizations large and small, transcending specific industries or where they are headquartered in the world. In this excellent text, Mor Barak, who holds joint appointments at the University of Southern California Schools of Social Work and Business, has made a substantial and unique contribution to the human resources and management literature.

I needed this book for my Working with Diversity class, however I have been using it as more of a reference book. The information is pretty clear and there are plenty of examples to explain concepts. It is a decent book overall.

Mor Barak provides a thorough discussion of the state of diversity in the global workplace. It will be the centerpiece of a General Education course that I have developed for a California State University.

Awesome!

Very informative but very dense material.

Very thorough and up to date.

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