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Introduction

When we talk about diversity at the work place, we mean the situation where we have unlikeness in workers of a given organization. This difference is what makes them realize the uniqueness of their fellow workers and be able to treat them with the respect they deserve; being that they now understand one another. The working together of co-workers enables them to embrace whatever difference their fellows hold, and figure out ways to share ideas and benefit from those differences. This unlikeness could be in terms of: race, age, gender, education, religion, personality, among others. It is quite necessary to have human resource managers incorporating diversity in firms, through sacrifice of the few resources available; for success to be the order of the day. It is in this essay therefore that we will find out the impact of diversity on various areas as: productivity, group behavior and teamwork, work assignments, as far as the prosperity of a firm is concerned.

Language has proven to be very important when thinking of improving productivity of a firm. Being that workers are set to come across customers from various parts of the globe, diversity in language is an added advantage; as discharge of services is made possible to the customers through proper communication, hence their satisfaction and increased productivity of the firm. Being able to communicate effectively and efficiently with each other, also, enables the co-workers to share ideas and relate well within the company. This in turn increases productivity, as a result of exchange of ideas and their ability to work closely on important innovations and works of creativity needed for the good of the firm.

Diversity in the background of workers, as well as their abilities, has also proven to be key as far as working as a team and group behavior is concerned. Co-workers occasionally suggest different ideas to the firm depending on the experiences and skills they hold, thereby

providing solutions to existing setbacks; as well as advising on best ways to have resources spread throughout the firm. Group work also ensures that work assignments are done to perfection, as the contribution of ideas and creativity by diversified co-workers moves the work swiftly and effectively. This as a result, ensures better services are rendered to customers and that the firm is in a position to favorably compete with the ever growing market demands. With all these in place, the firm becomes better placed and therefore highly productive.

It is therefore quite vivid how critical diversity at the work place is and why every firm with need to be productive should put it in practice, however much it costs. We have seen how language makes it possible for productivity to increase, how differences in background of workers and their abilities is necessary in making a firm move to the desired direction through their team work and group behavior. All these efforts in diversity at the workplace, are geared towards ensuring customer satisfaction as well as firm productivity as it competes favorably in the business market. It therefore should never be an excuse whatsoever for a firm to not incorporate diversity in the work environment, given the fruits that are borne of it if well applied.