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Managing the Diverse Organization: The Imperative for a New Multicultural Paradigm

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The effects of cultural diversity on organizational behavior are complex and powerful. What is diversity and what are the goals in achieving a more diverse society? Are there organizations that operate more efficiently with a homogeneous workforce while other organizations are more efficient with a heterogenous workforce? This essay examines the shift in emphasis from assimilating minorities to acknowledging raciocultural and gender differences. The essay suggests strategies for managing multicultural organizations and argues that a new multicultural paradigm is necessary.

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