

## Managing workforce Diversity in an Organization: an Emerging Challenge to HRM

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### Abstract

One of the main challenges human resource managers facing is workforce diversity. The increasing heterogeneity of organizations with the inclusion of workers from different groups such as women, physically disabled persons, retired defence personnel, backward classes, ethnic groups etc. act as a challenge for human resource manager and organization at large. Thus, workforce diversity has significant implications for the management. It is desirable to recognise and value such differences by adapting management practices to different life and work styles etc. of the diverse groups. Managing diversity is a subject of great concern as it can bring many challenges with benefits. This paper tries to explore various aspects of diversity including diversity dimensions, diversity consequences and proper management of diverse workforce. The paper is based on secondary sources of data which have been collected from various published articles and reports. The finding of this paper will help the progressive organisations in realising the need for valuing diversity in the workforce, so as to ensure strategic utilization of human resources for the accomplishment of strategic goals.

**Key Words:** Challenge, HRM functions, Human resource, Organization, Workforce diversity.

### 1. Introduction:

We live in times when global corporations and their reach across the world bring benefits in terms of innovative HR policies as well as challenges in terms of managing the workforce are concerned. The rise of such corporations means that the workforce is composed of diverse races and ethnicities. Further, the issue of gender diversity in terms of more women participating in the workforce has been a trend that has accelerated in the last two decades in India and much earlier in the developed countries. This article looks at the reasons for managing workforce diversity and the issues that such management brings to the fore.

According to Moorhead and Griffin "Workforce diversity is basically concerned with the similarities and differences in such characteristics as age, gender, ethnic, heritage, physical abilities and disabilities, race and sexual orientation among the employees of the organization". As we enter the 21st century, workforce diversity has become an essential business concern. In the so-called information age, the greatest assets of most companies are now on two feet (or a set of wheels). Undeniably, there is a talent war raging. No company can afford to unnecessarily restrict its ability to attract and retain the very best employees available.

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