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**PROPOSED RESEARCH TITLE: An exploration of the
issues and challenges of managing cultural diversity
within a team at the workplace.**

Abstract

The topic has been introduced explicitly in the first chapter where the background of the research has been explained with the help of other research on similar projects. The problem of cultural diversity in the workplace has been elaborated on in this paper as well and based on the research matter, consecutive objectives of the research have been developed. The scope and rationale of conductive research on this specific topic have been explained in this paper and the validity of the selected idea has been described too. The methodology which will be followed and the structure which will be performed in the research have been illustrated also.

The development of the data from 20 participants is helpful for the presentation of the authentic dataset. Through this the analysis of the different opinions are justified with the literature. As per the findings it can be said that there should be a focus on the development of the different types of the strategies from the organisation. Through this the organisation can make proper development of the cultural diversity within the organisation. Team building is one of the major areas that is helpful for the development of the collaborative culture of the organisation. Interpersonal communication is an effective area that is helpful for the development of the proper culture of the organisation. However, it is identified that the development of the leadership is a major area to manage the proper areas of effectiveness within the organisation.

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Chapter 1: Introduction

1.1 Introduction

The study will focus on identifying the issues and challenges which are being faced by the companies while managing cultural diversity within a team at the workplace. The necessity of cultural diversity at the workplace within a workplace and the benefits which can be received by the business and the team members in the presence of cultural diversity will be evaluated in the research. The research will outline the obstacles which might be faced by any organisation while inducing diversity of culture in team management. The process of overcoming those barriers will be depicted in the research as well. A critical analysis will be conducted on the impact of cultural diversity in team management and theoretical discussion will be conducted by providing an analytical literature review. The methodology of the research will be described by applying Saunders research onion and the reasoning for choosing a particular research philosophy, approach, strategy, choice and techniques will be elaborated too. Selection of data collection methods will be justified in the research as well and the results will be discussed and evaluated also by applying a specific sampling process. The research will be concluded with effective recommendations by which the diversity issue in team management can be solved and the limitation of the research will be underlined as well.

1.2 background of the study on workplace diversity

According to ANJORIN and Jansari, (2018), dysfunctional conflicts are a major challenge to cultural diversity in the workplace and for this reason many times confusion is created among the team members. Uncertainty and complexities make them frustrated over the business culture and environment. Due to different cultures in a team in the workplace, it becomes hard to come to an agreement as clashes on cultural beliefs create a negative dynamic. Offensive comments for different cultures, lack of acceptance among the team members and prejudiced mindset cause obstacles for them to get involved in a culturally diverse team. As stated by Patrick and Kumar, (2012), The differences between gender and choice of lifestyle is a major issue among different cultures. There are many cultures which still have not become that modernised by which they can accept equal standing and positing of all genders. Cognitive biases which are possessed by them cause serious behavioural issues among the employees which also have an impact on their

decision making. There are many organisations that put effort into achieving a certain amount of mental acceptance towards the people who maintain a different range of lifestyles for the benefit of the business. But many on the list too who do not and disrespect, hostility and discrimination are found to perform against the employees who belong to the LGBTQ community. Even employees are seen to react with a negative approach to promotions, decisions and disparities in the success of transgender colleagues. As opined by Cletus *et al.* (2018), by increasing the morality of the employees, unleashing their creativity and investing more focus on their performances, productivity and retention, diversity issues can be solved. The employees need to be provided with the opportunities to work in the sectors where they own a certain amount of experience and advances as that will encourage them to concentrate more on their work and focus will be emphasised over making improvements of relationship with clients.

1.3 Problem statement

The research has dived into several cultural differences which are the actual reason for causing barriers in installing diversity within teams at the workplace. The value of discipline is an important factor as sincerity regarding punctuality, and attendance are not equal among different cultures. If the members of a team will be British and Italians both, then the class of culture retarding time will be inevitable as the British provide a high priority on punctuality on the other hand, personal relationships are more significant for the Italians. In the British workplace environment, a certain distance between seniors and subordinates is expected to have and formal interaction between them is preferred more. On the other hand, in North American workplace culture, casualty in behaviour is highly welcomed. Such cultural varieties cause misunderstanding among the team members and create an uncomfortable workplace environment which causes stress among the employees as they feel left out from cultural perspectives and unfit for the gatherings. Stress makes productivity lower for the employees and damage to performance is caused by it (Esguerra, 2018). In the United Kingdom, it is often alleged that hard work, fairness and non-discrimination cannot help to grab progress and promotions. The chances of getting recruited from a diversified background in the UK are very low and it is often claimed that employees in the UK are not paid and promoted and provided opportunities equally and irrespective of their religion, race, nationality and disability. Even the workplaces of the country

have a very poor scale in terms of providing maternity and paternity leave as well (Winter, 2022). According to the Hofstede dimension, power distance in the work culture of the UK and the USA are poor as both countries believe in quality in employee treatment. But individualism is something which consists of a definite gap between the two states as the former is more towards team per performance and the US employees aim to celebrate personal success more decoratively (Hofstede Insights, 2023).

1.4 research Aims, Objectives and Questions

1.4.1 Research Aims

The aim of the research is to evaluate the possible challenges and issues which emerge at the workplace while maintaining cultural diversity in the teams.

1.4.2 Research Objectives

- To analyse the concept of cultural diversity in the UK workplace.
- To elaborate on the benefits of the workplace by introducing cultural diversity in teams.
- To identify the issues and challenges faced while managing cultural diversity in a team at the workplace
- To suggest how to overcome the obstacles of amplifying cultural diversity in team management.

1.4.3 Research Questions

1. What is the concept of cultural diversity?
2. What are the benefits of having cultural diversity in a team at the workplace?
3. Which issues and challenges occurred while managing cultural diversity within a team at the workplace?
4. How to solve the issues and challenges of managing cultural diversity while forming a team at the workplace?

1.5 Importance of the research

Cultural diversity makes organisational performances more inclusive and creates a competitive environment in regard to attending customers and stakeholders. Not only that, but the employees also become more quick in response to the customers of different cultures. The expansion of talent for the workplace gets more expanded as the scale of innovation of the business increases

and the business achieves competitive advantages in the market as well. Besides all, the workplace environment is the core area which benefits most for a culturally diverse team as the engagement of the employees and high retention of the employees in the same organisation increases the productivity of the business. Employee satisfaction can be derived from it also and that influences them to deliver the best. Therefore, it is highly needed that all the obstacles regarding cultural diversity within teams of the business get outlined and solved with speed (Skills4training, 2023).

Diversity creates a sense of value and empowerment among employees of different cultures. The message reflected the employees that they are being prioritised and the business is considering their importance and showcasing respect for their respective culture which increases their enthusiasm towards the work and ultimately the business benefits from that. If the business encourages the recruitment and progress of employees of different cultures, confidence will be gained in them and a strong interrelationship connection will be developed between them. The needs of the customers will be signified better and quality of services will get improved too. For such a reason the topic chosen by the research is significant to discuss because if the issue is identified effectively, then suitable solutions can be proposed by implementing which workplaces can create a better business environment and working culture. It will set economic and material benefits to the business also (Inclusion UK, 2022).

1.6 Methodology

The primary data collection method has been used in the research to survey and interview the employees and the managers of the companies respectively as they will be the target population for the research. Primary research is the process by which information is collected through data and provides an analytical report by which the collected data is evaluated in comparison to secondary research evidence (Library. soton, 2023). As the primary research reflects the ground reality, there are reliable and the trends of the business regarding workplace diversity become possible to identify effectively by this. Primary research renders a certain amount of control to the researcher by which full ownership over the data can be achieved (Indeed, 2023). Simple random sampling is the process in which subsets are selected at random and the whole population gets an equal chance to take part in the survey which reduces the chances of selective

bias. It has been performed in the research conducting digital surveys and interviews for collecting ground-level data regarding cultural diversity in the workplace and to arrange an explanation and understanding of the managers regarding the challenges of cultural diversity to get depicted. The process is simple, easier to implement and appropriate for the researchers with limited resources and budget (Java Point, 2023). A quantitative data collection method has been chosen for the research. It is a method in which numerical data are gathered through questionnaires and the social attitudes will be possible to note by it also (UKRI, 2023). Attitudes of the participants can be captured effectively by qualitative research methods and it contains a lot of flexibility (Bachelorprint, 2023). Descriptive analysis of data has been used to evaluate and establish a relation between primary data and theoretical evidence. It will assist in making the recommendations effectively and will guide in making effective strategies by which the issue will be possible to sort out (Indeed, 2023).

1.7 Scope of the study

The experience of minority groups at the workplaces of the United Kingdom can be measured by this research as in the multicultural context, the BAME are the most deprived section in the UK and therefore, it is highly essential to throw light on their situation. The research will also help to extend the knowledge of the psychological processes of minor and immigrant groups which influence them to feel distinct from mainstream society. The behavioural issues of the minority groups and the responses of the workplaces of the United Kingdom can be identified well by this research will help to invent the process by which the diversity issues and misunderstandings can be solved effectively. How the organisational change can reciprocate with the diversity policies of the business and why it is needed to have a comprehensive cultural strategy for every workplace can be known from the study as the benefits of such inclusive steps can help to manage the team with the members of different cultures more exclusively (Hofhuis *et al.* 2015).

1.8 Structure of the Dissertation

In chapter one the background of the research will be addressed and the problem of the research topic which is going to be solved by analysis has been described too. Research aims, objectives and questions have been developed and the scope and importance of the research have been elaborated as well. The methodology which will be followed has been discussed too.

In the second chapter theoretical discussion has been conducted regarding the research topic and the research questions which have been set will be addressed in general but in a critical manner. The concept of cultural diversity and the issues for implementing so, related theories of workplace management and cultural diversity, and effective recommendations on how to eradicate such problems will be discussed in this paper.

In the third chapter, the methodology of the research will be described and the philosophy of the research, approach, method and choice will be explained which are going to follow in the dissertation. The data collection and analysis technique will be discussed as well.

Chapter four will be for data analysis and discussion of the results where the outcome of the primary data will be related to the theoretical understanding of the secondary information gathered in the literature review. The chapter will provide the analysis of the co-establishment of both primary data and theoretical overview.

Chapter five is the last and final chapter which will discuss an overall summary of the research and the limitations or boundaries which have been faced while conducting this. Potential suggestions will be provided in this paper as well by which the issue of cultural diversity, which is the core matter of the topic, can be solved.

1.9 Summary

Before concentrating on the actual problem, it is necessary for the research to illustrate the core subject of the research and therefore the concept of cultural diversity has been described along with that the research has analysed the needs of benefits of cultural diversity at the workplace for which it is essential to include that with the business team. The ways are also required to describe by which diversity of culture in the workplace and to be specific in teams can be amplified. Providing effective solutions is a mandatory duty of the research and in this case, also developing constructive recommendations to solve the identified issues and aiming the research. The chapter has summarised some of the previous research work on the following topic and has set the objectives of the research based on which the following literature review and data collected will be conducted. The problems which have been highlighted in the research topic have been discussed in the chapter and the significance of conducting in detailed analysis of the topic has been covered in this paper as well. The scope of the research topic which can figure out

the relevance of the subject of the research in the current business environment has been elaborated. The structure of the dissertation has been constructed too.

Chapter 2 - Literature Review

2.1 Importance of cultural diversity in the organisation.

The development of the culture is helpful for the organisation to understand various types of perspectives in the world. Cultural diversity is helpful for developing as well as maximising the skills that can make the proper development of the productivity of the organisation (Nguyen *et al.* 2022). Employees from many cultural backgrounds feel valued and empowered when they work together. The message gave the staff a sense of priority and showed that the company valued them as individuals and respected their cultures. This made the staff more enthusiastic about their work, which eventually helped the business. Employees from diverse cultural backgrounds feel more confident in the company and their relationships with one another will become stronger if it supports the hiring and advancement of these individuals. The expectations of the consumers will be more clearly expressed, and the calibre of services will also increase (Syed and Ozbilgin, 2019). However, the development of the cultural diversity is helpful for the overall performance of the organisation that can reach to the revenue development of the organisation. As per the research it has been seen that 48% of the companies in the US are there who are involved with the diverse management that is helpful for the development of the market share of the organisation (Getimpactly, 2023).

2.2 Types of the cultural diversity in organisation

Age - There are different types of the organisations that allow both the young as well as the older employees in the workplace. This is the area that can manage discrimination in the workplace. Through this there is a focus on the development of the organisational value.

Ethnicity and race - Ethnic identity is a major area that is considered through the initiatives of the diversity management. Employees including the ethnic diverse workforce is included with conflict management as well as critical thinking (Healey and Stepnick, 2019). This is helpful for the organisation to make the development of the decision making from the various viewpoints.

Gender Identity - The organisations are focusing on equal treatment in the workplace and this is helpful for managing the equality in the workplace of the organisation. Maintaining gender

diversity within the organisation is helpful for the fair representation of the workplace practices as per the explanation of Fine, Sojo and Lawford-Smith (2020). This makes the proper value of the organisation in the market. There is the consideration of the equal pay act that is an important area for the management performance of the organisation.

Through the development of the different areas of cultural diversity it can be said that there are different types of the implications related to cultural diversity. Through this it can make the proper areas of the benefits for the organisations as well as the employees. Through this there is the consideration of the development of the job performance that can make the proper productivity of the organisation. This has also the contribution of reducing the employee turnover within the organisation.

2.3 Theoretical implications of the cultural diversity

There is the importance of the **Institutional Theory of diversity management**. This is helpful for the development of the effective performance of the organisation. As per the analysis of the institutional theory, it can be said that the organisation is considering this theory in the organisation for reducing the uncertainty through the organisation. As per the analysis of the consequences of managing diversity it can be said that there is concern regarding the unclear diversity. The managers of the organisation are making social comparisons for reducing the uncertainty related to the practices of the diversity management (Yang and Konrad, 2011).

Another theory in this context is the **Resource Based Theory of Diversity management**. This is the area that can be clear that the implication of the diversity has an effect on the management of the resources for the organisation. The development of this theory is helpful for the development of the competitive advantages of the organisation (Nachmias et al. 2022). Through this it can be said that there is the major importance of this theory for the development of the strategic management of the organisation. As per the critical analysis of the theory it can be said that there is the concern regarding the lack of the analysis of the specific resource management for the organisation. This can create major issues through the knowledge development of the organisation (Researchgate, 2017).

2.4 Issues of managing the cultural diversity

There are different types of the issues related to the management of cultural diversity within the organisation. The issues in these areas can be included to -

Communication issues - There are different types of barriers relating to communication that are included in the language barriers. This makes a major issue for the development of the organisational performances. There are also the issues related to the communication styles that can make a major issue to meet the goal of the performance development of the organisation (PUDIPEDDI and YAMIJALA, 2019).

Slow decision making - Diverse management in the organisation leads to the different types of opinions in the workplace. This makes the slow decision-making situation slow for the organisation. Through this the organisation cannot meet the organisational goal effectively. On this note, there is also concern regarding the development of the innovation through the slow process of the decision-making (Schroevers, Higgings and Doğan, 2023).

Inequitable inclusion - The inclusive workplace can make the issues of progress work within the organisation. Through this it can be said that there is concern regarding the discrimination within the workplace and this makes the loss of the innovation in the workplace of the organisation. Inequitable inclusion occurs when certain persons or groups suffer impediments or prejudice that prevent them from fully and equally participating. This might be attributable to traits such as race, gender, ethnicity, socioeconomic position, handicap, or other reasons (WAKEFIELD and SAFIER, 2019). Inequitable inclusion can take many forms, including limited access to opportunities, unbalanced resource distribution, biased legislation, discriminatory behaviours, and structural impediments that perpetuate inequities.

2.5 Strategies to manage the issues of the cultural diversity in the organisation

The development of the cultural diversity in the organisation requires a proactive approach for fostering the supportive as well as inclusive work environment. Through these different strategies that are helpful for the managing the cultural diversity are -

Promoting inclusive leadership - As per the leader of the organisation, it is important to focus on the unconscious bias. Through this there is the importance of the development of the hiring

practices within the organisation. The leader of the organisation needs to focus on the development of the open culture within the organisation (Gómez-Hurtado et al. 2021).

Diverse training - It is important to focus on the development of the diverse training that is helpful for managing the employees within the organisation. Through this there is a focus on the inclusion of the worker in the workplace of the organisation.

Creation of the diverse workforce - There is the importance of the development of the policies that can make sure that there is the consideration of the proper opportunities through the diverse management of the organisation (Trehan and Glover, 2019).

Developing the cultural competence programs - The development of the regular session for increasing the cultural awareness is essential for the proper development of the cultural diversity within the organisation. Through this the organisation needs to highlight the effectiveness of the cultural diversity within the organisation (Barakat et al. 2019).

Clear communication channel - It is important for the organisation to focus on the transparent as well as the open communication. Through this there is the importance of managing the issues of cultural sensitivity. On this note, the development of the proper channels of communication is playing a major role for the management of the performance in the organisation (Abdullah, 2010).

Accountability of the leadership - There is the importance to maintain the inclusive environment through the leadership. Through this there is the consideration of the diversity goals that can make the evaluation of the performance of the organisation.

2.6 Literature Gap

There is a concern of the development of the theoretical analysis of the research topic. It has been seen that the research papers are focused on the development of the general concepts but there are the limitations of the critical presentation of the research data. It has been seen that there is also the lack of the presentation of the diversity management issues that makes a major issue through the development of the research study. It can also be said that there are also the issues for the development of the specific strategies to manage the issues of the diversity management within the organisation.

2.7 Summary

The development of cultural diversity is an important area for the development of the competitive advantages of the organisation. It has been seen that there is the consideration of the different types of the theoretical implications of the diversity management. It can be said that there is the importance of the resource management theory that can make the proper employee management within the organisation. However, there are also different types of the issues related to the diverse management that needs to be managed for the proper performance of the organisation.

Chapter 3 - Methodology

Research Philosophy - Positivism Research philosophy is applied in this research study. This is helpful for the development of the existing knowledge related to the research study. Considering this philosophy the researcher can cover different areas of the knowledge within a short time. Through this there is the consideration of the subjective values as well as the experiences. Through this it can be said that the research philosophy is helpful for the researcher to get the reliable data from the sources of the data collection.

Research Approach - Deductive approach is followed for the development of the data. Through this there is a focus on analysing the quantitative data. This is the study that is based on the observation of the dataset that is helpful for identifying the challenges and issues related to cultural diversity management.

Research Design - Descriptive research design is the main focus for this research study. This is helpful for the analysis of the detailed data related to the research area. This is helpful for understanding the different types of the complex contexts related to the research area. This is helpful for analysing the challenges of managing cultural diversity from the response of 20 participants.

Data collection and analysis - A quantitative data collection method has been chosen for the research. It is a method in which numerical data are gathered through questionnaires and the social attitudes will be possible to note by it also (UKRI, 2023). For the analysis of the qualitative data there is a focus on the analysis of the survey data. This is an important area for the analysis of the authentic dataset. The researcher has an aim to focus on the random data

collection. Therefore, the random sampling is focused on. On this note, the sample size for the research is 20 as 20 people are involved for the development of the research study. The dataset are analysed through the different types of the charts. These are helpful for the visual analysis of the dataset for the research study. Entire research study is completed within the twelve weeks.

Ethical consideration - The researcher is committed to focus on analysing authentic data. It is committed by the researcher that all of the participants are respected during the research study. It is also committed that no information will be shared to any third party and the data is collected with the consideration of the data protection act. It is committed that all of the data will be removed after the final presentation of the dataset.

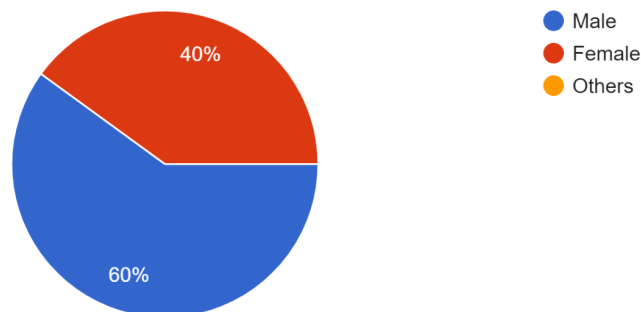
Data Reliability and validity - All of the research data is reliable as the primary data collection is known for the collection of the authentic data. All of the data are collected from the response of the participants and this is considered as the authentic data. It can be stated that all of the data are valid for the research study because the researcher can analyse for this research study. Through this the future research also can get the same type of the result from the same type of the research topic.

Chapter 4 - Analysis and Discussion

There is a focus on the analysis of the data collection from 20 participants. The data are collected with the different charts. Both the males as well as females are involved through the development of the research study. As per the analysis of the opinion of the participants, the result is delivered.

What is your gender?

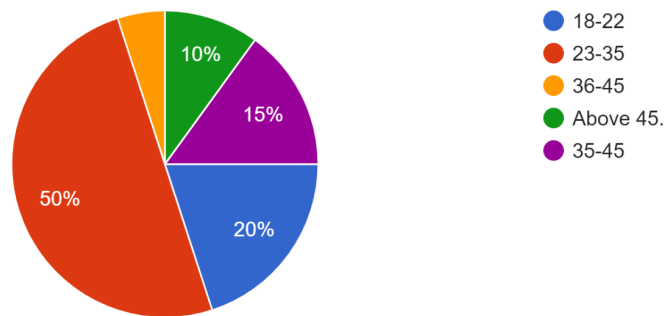
20 responses



As per the above figure, there are both male as well as female participants. This is helpful for the analysis of the broad data related to the research area. It has been seen that there are 60% of the male as well as 40% of the female participants. Therefore, this is helpful for the researcher to know about the proper strategies that are used by the organisations for the development of the ethics in the workplace of the organisation. The involvement of the female as well as the male participants are helpful to get the data related to the discrimination that is helpful to make a proper analysis of the cultural diversity.

What is your age?

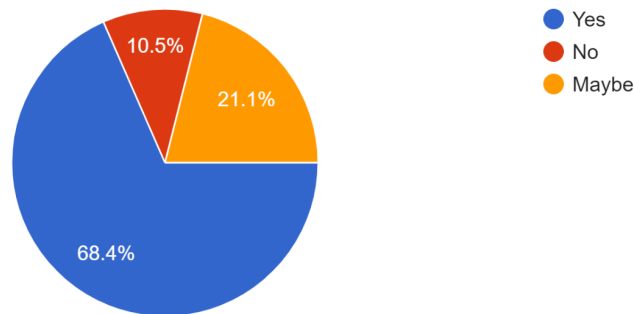
20 responses



As per the survey analysis it has been seen that there are the people from the different age range. Through this the researcher could analyse the different opinions of the participants considering the areas of the generation gap. It has been seen that the companies are focused on the young generation and this created a difference among older and younger generations. It has been seen that 50% of the participants are there who are between the age of 23 and 35. On the other hand, 10% of the participants are there who are above 45.

Do you think your organisation can maintain proper cultural diversity in the workplace?

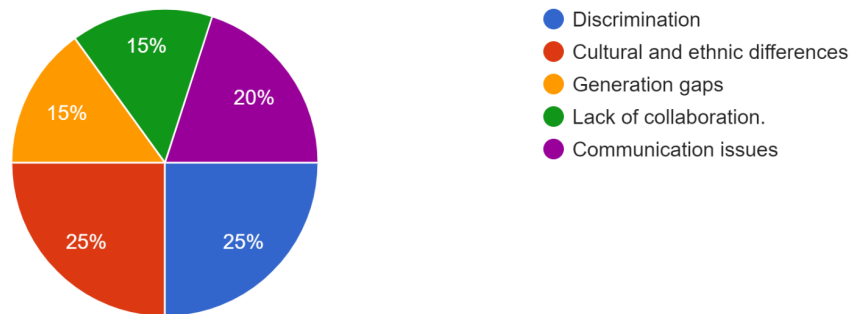
19 responses



It has been seen through the research study that most of the participants agree that their organisation can maintain the proper diversity through the development of the workplace culture within the organisation. On the other hand, 21.1% of the participants are not sure about the effectiveness of the cultural diversity in the organisation and 10.5% of the participants are there who also made the negative comment on the development of the cultural diversity within the organisation. The organisation can better comprehend the world's many viewpoints through the effectiveness of cultural growth. Cultural variety helps maximise and improve the abilities necessary for the correct growth of an organisation's production (Nguyen et al. 2022). When workers from various cultural backgrounds collaborate, they experience a sense of empowerment and value. The statement made the employees feel important and demonstrated that the business recognized their cultures and regarded them as unique individuals. As per the findings it can be said that the participants from the organisation are getting proper facilities that are helpful for the cultural development of the organisation. This is also an effective area for the development of the competitive advantages of the organisation.

What type of issue do you face in your workplace?

20 responses



There are different types of the issues that are faced by the employees in the workplace of the organisation. Through this it has been seen that there are the issues of the ethnic and cultural differences, generation gaps, lack of collaboration, discrimination as well as the issues of communication. It can be said that these issues cause the loss of productivity within the organisation. Through this there is also a concern regarding the relational management of the organisation in the workplace. This creates a conflict culture among the team members.

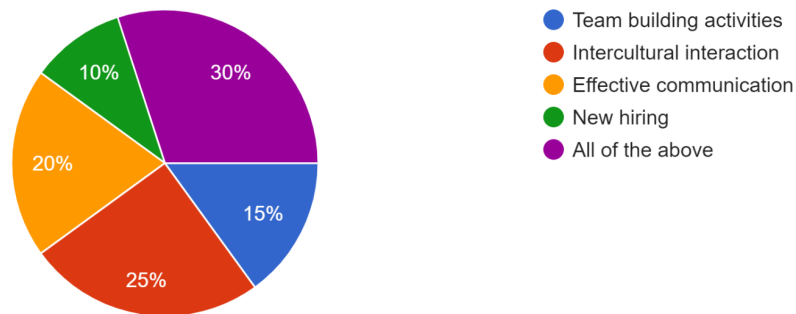
There are different types of barriers relating to communication that are included in the language barriers. This makes a major issue for the development of the organisational performances. There are also the issues related to the communication styles that can make a major issue to meet the goal of the performance development of the organisation (PUDIPEDDI and YAMIJALA, 2019). This area of discussion is related to the response of the participants from the survey. There is also concern regarding the development of the innovation through the slow process of the decision-making (Schroevers, Higgings and Doğan, 2023). Therefore, it can be related to the response of the participants related to the collaboration concern in the workplace. It can also be said that the generation gap is also responsible for the slow decision-making within the organisation.

Inequitable inclusion can also make a major concern through the development of the organisational culture. It can take many forms, including limited access to opportunities, unbalanced resource distribution, biased legislation, discriminatory behaviours, and structural impediments that perpetuate inequities. This area of the discussion of the literature is related to

the opinions of the participants. Through this it can be said that this can raise ethical concerns through the workplace development of the organisation (PUDIPEDDI and YAMIJALA, 2019).

What type of strategy is followed by the organisation to manage cultural diversity?

20 responses



As per the above figure, it has been seen that there are different types of the strategies that are followed by the organisations for the development of the cultural diversity within the organisation. It has been seen that 25% of the participants are there who think that intercultural interaction is considered as the major strategy that is helpful for managing the cultural diversity within the organisation. According to the leadership of the organisation, it is critical to work on unconscious prejudice. This highlights the significance of developing recruiting processes inside the company. The organisation's leader must work on the establishment of an open culture inside the organisation (Gómez-Hurtado et al. 2021). Through this it can be said that the development of the team building activities is essential that is managed through the effective leadership of the organisation. According to Trehan and Glover (2019) there is the importance of the development of the policies that can make sure that there is the consideration of the proper opportunities through the diverse management of the organisation. Through this the organisation needs to focus on building a collaborative team approach that can make the competitive performance for the workplace of the organisation. As per the theory it can be said that institutional theory should be applied for the organisation. This can make proper effectiveness of the diversity management within the organisation (Yang and Konrad, 2011). On this note, resource based theory can also be applied that can manage the issues of the cultural development of the organisation. It can be said

that this is helpful for the strategic management of the organisation. Through this the organisation can get competitive advantages in the market (Nachmias et al. 2022).

The analysis of these primary data is helpful for the analysis of the role of the cultural diversity within the organisation. There is also a focus on identifying the issues that can create the performance issues through the organisation.

Chapter 5 - Conclusion and Recommendation

Cultural diversity fosters a competitive atmosphere with respect to attending consumers and stakeholders and makes organisational performances more inclusive. Additionally, staff members respond to consumers from diverse cultural backgrounds faster. The talent pool for the workplace grows in tandem with the company's level of innovation and its ability to gain a competitive edge in the marketplace. Beyond all else, the office environment is the main area that benefits a culturally diverse workforce the most as it fosters employee engagement and high staff retention rates, both of which boost corporate productivity. The findings of the research study are related to the research objectives. Through this proper ideas of cultural diversity are analysed here. It has been seen that there are different types of concerns related to cultural diversity. It has been seen that they are related to the communication that makes the issues of the workplace performance in the organisation. There is also a concern regarding the interpersonal barriers that can create huge issues through the development of the team development within the workplace of the organisation. There is also a major concern related to the discrimination that makes major issues through the cultural development of the organisation in the market.

Managing cultural diversity within a working team is critical for creating a good and inclusive atmosphere. Here are some suggestions for dealing with cultural diversity effectively:

- It is critical to foster an inclusive culture in which every team member feels appreciated and respected. Creating an atmosphere that values variety and recognises each team member's unique contributions.
- To promote knowledge of diverse cultures and viewpoints, the company should give cultural sensitivity and awareness training to all team members. Workshops, seminars, and online training modules are examples of this.

- The necessity of clear and open communication within the team cannot be overstated. Language difficulties must be addressed by developing effective communication tools and tactics.
- Setting clear standards for team attitude, communication, as well as performance is critical. It is critical that all team members understand and follow the organisation's principles and code of conduct.
- Team-building activities that foster cross-cultural understanding and collaboration should be prioritised by the organisation. Team members should be encouraged to discuss their cultural origins, customs, and experiences.
- It is critical to have diversity at all levels of leadership inside the company. A diverse leadership team may act as role models and help to foster a more inclusive workplace culture.
- It is critical to develop flexible work arrangements that account for various cultural traditions and holidays. To suit varied demands, the company can also consider introducing flexible work hours or remote work possibilities.
- The company should solicit input from team members on the success of diversity and inclusion programmes. It is critical to use feedback to continually develop and adjust methods to suit the changing demands of the team.
- To ensure a multicultural staff from the start, diverse recruiting processes must be used. It is critical to foster an inclusive recruitment process that appreciates a diverse range of backgrounds and experiences.

By applying these ideas, businesses may foster a working culture that values and efficiently handles cultural diversity within a team.

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Appendix

Survey Questionnaires

Q.1. What is your gender?

- a. Male
- b. Female
- c. Others

Q.2 What is your age?

- a. 18-22
- b. 23-35
- c. 35-45
- d. Above 45.

Do you think your organisation can maintain proper cultural diversity in the workplace?

- a. Yes
- b. No
- c. May be

What type of issue do you face in your workplace?

- a. Discrimination
- b. Cultural and ethnic differences
- c. Generation gaps
- d. Lack of collaboration.
- e. Communication issues

What type of strategy is followed by the organisation to manage cultural diversity?

- a. Team building activities
- b. Intercultural interaction
- c. Effective communication
- d. New hiring
- e. All of the above

