

Student name: DUMITRITA CIUDIN

Student ID: 2030848

Supervisor name: GREGORY COWAN

Submission date: 18/12/2023

Research Title:

**“An exploration of the issues and challenges of
managing cultural diversity within a team at the
workplace”.**

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Chapter 1: Introduction

Background of the research: According to Cletus *et al.* (2018) the conscious practices which appreciate humanity and propose a comprehensive understanding regarding the natural environment is diversity. In the workplace, if diversity is practised with respect to religion, disability, socio-political measures and economic status, tolerance among the employees will increase and the dimension of work will be more intended.

Significance of the research: According to ANJORIN and Jansari (2018), the current demographics of the country are reflected in the cultural environment of the businesses and differences among each individual create multiculturalism which processes a balance with the changes in the market as well. The issues and challenges are required to be identified because cultural diversity causes growth in the skill set, makes employee retention and job satisfaction better and produces improvement in creativity and innovation.

Purpose of the research: The research purpose is to discuss the significance of cultural diversity in the team workplace. The challenges which are faced by the team members in implementing cultural diversity will be explored in the research too with effective solutions to resolve such issues.

Aim, Objectives and Research Questions

Aim of the research: The research aims to explore the probable challenges and issues which can arise during the practice of cultural diversity in workplaces in the United Kingdom.

Objectives of the research:

- To discuss the idea of cultural diversity in the workplaces of the United Kingdom.
- To explore the positive outcome of the cultural diversity of cultural diversity in the workplace.
- To outline the issues and challenges caused in the team by the cultural diversity of the workplace.
- To recommend solutions on how to cope with the adverse impacts of cultural diversity in workplace management.

Research Questions:

1. What is the idea of cultural diversity in the workplaces of the United Kingdom?

2. What is the positive outcome of the cultural diversity of cultural diversity in the workplace?
3. What are the issues and challenges caused in the team by cultural diversity in the workplace?
4. How to cope with the adverse impacts of cultural diversity in workplace management?

Chapter 2: Literature Review

Concept of Cultural diversity:

According to Mateescu (2017), cultural diversity is an attempt to reach harmony by easing the lines of racial, gender and ethnical differences among the employees. Variables like education, marital status, age, social case and cultural background are also focused on while amplifying cultural diversity. These factors encourage the creation of an individual identity of the employees by balancing their differences and similarities. Diversity is something which is in relation to multiethnic, multicultural and multiracial aspects by which the organisational perspectives can be dominated. As stated by Ashcroft and Bevir (2018), the theory of multiculturalism notes that demographic facts have a strong influence on causing diversity in culture among the employees in Britain and the national identity of Britain is now struggling due to the over-imposition of cosmopolitanism. Sometimes those results in confusion about integration and misrepresentation of desire which causes cultural threats too.

Theoretical concepts of Cultural Diversity

There is a focus on the model of Thomas and Ely that is related to maintaining the relationship of the employees in the organization. Through this the development of the workplace relationship is leading to the development of the organizational diversity that leads to the overall performance of the organization (Dietz and Petersen, 2006). There is also the consideration of the Institutional Theory of Diversity. This theory affects the management of the diversity of the organization. On this note, resource based theory of the management also effects on the management of the resources of the organization. Through this there is the consideration of the innovation within the organization. Therefore, this affects the revenue development of the organization (Ansari et al. 2016).

Benefits of cultural diversity at the workplace:

The skillset of the employees increased by implementing cultural diversity and it also empowers the employees in their own sector of expertise. The employees get the chance to learn from diverse sources and receive multilingual experiences too. The problem-solving capabilities of the employees are enhanced by it which assists in maintaining team prosperity and tranquillity. Good talents are required if cultural diversity is focused on, and the overall team and corporate performances get upgraded by it. As the different ideologies are respected in cultural diversity, employee retention becomes easier too. The creativity level in the team performances becomes high too as diverse ideas are generated, and different backgrounds influence proper more comprehensive ideas so that large groups of consumers can be reached (Darby, 2023).

Issues of cultural diversity in the workplace:

As opined by Lopez-Rocha (2006), prediction is an issue which causes competent obstacles in managing cultural diversity in the teams of the workplace. Racial discrimination is the mostly observed issue which is found in workplaces, and it is often found that there is a rivalry between the ethnic group and the lite British. On the other hand, negative approaches are found to adapt by the team members towards the disabled, old and foreign employees. The economic and nationalist factors induce make objecting reaction on cultural diversity. Besides that, when values, style of communication and attitudes of the employees differ from one another, it becomes tough to make effective interaction and barriers are caused among the cross-cultural team members.

Strategies:

Eradication of biases is the first step which is required to overcome the issues of cultural diversity in the workplace. The employees must not focus on the societal or personal experiences, upbringing, personal background and cultural stereotypes of other team members and the treatment of them by both the employees and authorities must not be influenced by those. Respect is essential to showcase multiple cultures and therefore, the workplace must make a constructive holiday list by which all the species festivals of different cultures can be covered. Tolerance of the employees for different cultures needs to be enhanced and required training and developmental programs must be arranged so that the religious and cultural perspectives of individuals become possible to understand better (British Business Bank, 2023).

Chapter 3: Methods and Methodology

Research Onion

Research Onion is proposed by Saunders and this is the tool that is helpful for organizing the entire research study. There is the following of the different layers of the research that can make the development of the research onion step-by-step. There is the consideration of the suitable practices as well as the theories through the development of the different layers. This is the area where the decisions of the researcher will be taken for developing the entire research study. Therefore, the research onion in the research is playing an important role for the development of the different information regarding the research study (Iovino and Tsitsianis, 2020).

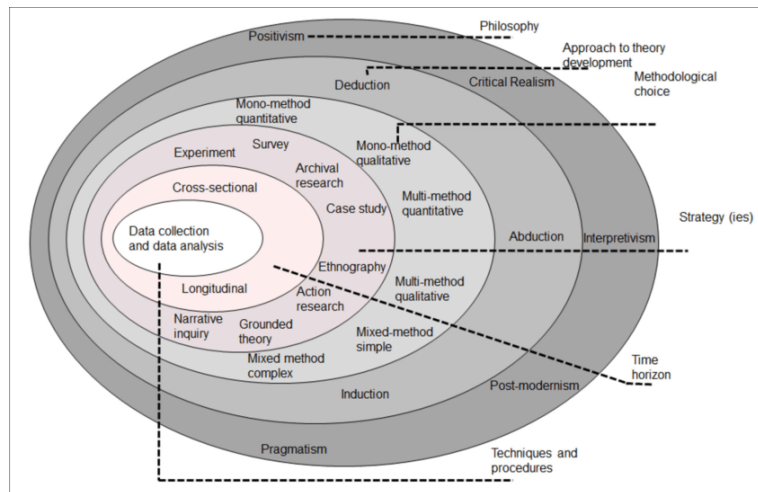


Fig 1: Research Onion

Source: (Seuring, Stella and Stella, 2021).

Research Philosophy

Positivism research philosophy and paradigm will be applied to the research as the research will be conducted based on the existing knowledge and no new theory or ideas will be accumulated.

Research approach

A deductive research approach will be followed as the existing theories and concepts will be applied to the research to analyze the issues and to culture suitable solutions to those. Besides that, previous research will be used as prominent sources which deductive the right choice of research approach.

Research Design

This is the area that is helpful for tackling the research questions through the collection of the different types of the data in the research study. There is a focus on the development of descriptive research design for the evaluation of the dataset. Following this research design, there will be the characterization of the target market. Through this the sample of the population is observed for guiding the decisions of the research study.

Data Collection and Analysis

The quantitative research method with an action research strategy will be the process of primary data collection in the research. This will help to note the practical situation and the originality of the cultural diversity of the workplace will be possible to discover by it. (Jansen, 2023). A simple random sampling method will be chosen as it will be cost-effective, and time will be required. The simplicity of the process is another major reason behind it as well (Indeed, 2023a).

Acti on	W 1	W 2	W 3	W 4	W 5	W 6	W 7	W 8	W 9	W 10
R e s earc h plan ning										
P r e pari n g aim s and obje ctiv es										

R e s earc h plan o n liter atur e revi ew										
Coll ecti o n o f data										
Ana lysis o f data										
Solu tion s of R e s earc h										

The survey will be a data collection tool because it becomes easier to reach the maximum number of people in a limited time (SmartSurvey, 2023). Random responses of the participants are possible to collect. 20 people will be surveyed based on seven questionnaires. Graphs, charts,

and MS Excel will be used for data analysis based on the percentage of the survey answers. Descriptive analysis for interpreting data in relation to theoretical proficiency will be induced in the research (Indeed, 2023b). Information-based consent and voluntary participation of the survey participants will be the ethical considerations of the research (Research-methodology, 2023). The research will be completed within 12 weeks.

Ethical Consideration

The researchers are committed to develop ethical practices through the development of the research study. The researchers make sure that all of the data will be protected under the data protection act. On this note, the data will not be shared to any third party. The researcher makes sure that all of the participants will be respected during the interview and gathered data from the participants will be deleted after the completion of the research study.

Time chart:

Chapter 4: Conclusion

It can be concluded that cultural diversity is a perspective which encourages an individual to avoid the line of discrimination in regard to dynamic practices of life. It increases productivity, creativity and individual performance. Racial prediction, economic factors and language are the major challenges. Respect towards other cultures through policies and workplace strategies can help to mitigate such issues. The research will follow a positivist research philosophy with a deductive approach. Primary research will be conducted as quantitative data will be collected through a survey.

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