Management of Cultural diversity: Its impact in multicultural society in the workplace in Gauteng.

1. Introduction.

According to Laroche (2003, p. 06) the cultural diversity is the iceberg between two cultures which is either visible or invisible, which include all levels ranging from the believe system, clothes people wear and their motivation. It is easier to see the visible iceberg than the invisible iceberg there is significant gap, for instance the invisible iceberg recognise the way in which structure and ways in which religious buildings are built and decorated to help us understand invisible difference.

Cultural diversity has grown in trend with increased globalisation in the world, cultural diversity difference in language, race, nationality, ethnicity, sexual orientation, religion. Contemporary literature shown the benefits of cultural diversity in the workplace citing the enhancement of employees’ creativity and competence. The workplace could be affected by cultural diversity in numerous way, this effect could include dysfunctional adaptation of behaviour, miscommunications and creation of barriers, sound knowledge that has is base with in house tale which fall within a positive (MARTIN, 2014, p. 89).

The impact of the phenomenon will increase organisational personnel tendency to indulge in interpersonal conflict, employees will have different opinions, traditions, customs, norms, values, beliefs, thoughts, because of Cultural diversity. Race, age, gender, and disability is the endless dimensions that manifest this obvious characteristics (MARTIN, 2014, p. 89).

Cultural diversity have both the positive and the negative effect in the workplace the researcher will assess the positive impact it has in the workplace, as the business expand positive effect on cultural diversity

The implication of the o

7 biggest diversity issues in the workplace

1. Acceptance and respect.
2. Accommodation of beliefs
3. Ethnic and Cultural differences
4. Gender equality.
5. Physical and mental disabilities.
6. Generation gaps.
7. Language and communication.