UNIVERSITY OF THE PEOPLE

BUS 4402-01 ORGANIZATIONAL BEHAVIOR - AY2025-T1

WRITTEN ASSIGNMENT UNIT 2

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Recommendation Report

Introduction:

I am Global Business Resources, LTD's recently hired Director of Human Resources, and I am presenting this suggestion report to solve a crucial issue that our firm is now facing. After going over our company's objectives, mission, and personnel history, I have discovered that there are not many diverse employees working for us, and our corporate plan does not include any diversity programs. This study explains why our company needs a thorough diversity program, examines some possible remedies, and offers suggestions for improving inclusion, performance, and competitiveness. By taking care of this important part of our company culture, we can establish Global Business Resources, LTD as a pioneer in inclusive and diverse workplaces.

1. Identify the need.

Diversity is not included in our company's current goals or vision statement, and a review of our employee history reveals a stark absence of diversity in the workforce. "Diversity, equity, and inclusion are three closely linked values held by many organizations that are working to be supportive of different groups of individuals, including people of different races, ethnicities, religions, abilities, genders, and sexual orientations" (*What Is Diversity, Equity, and Inclusion?*, 2022). In the current global market, our company needs to remain inventive, competitive, and inclusive, thus we need to address this matter right away.

2. Establish the criteria for responding to the need.

The ultimate objective is to put in place a thorough diversity program that will improve the performance, culture, and job happiness of our company. Among the specific goals are:

- Increase workforce diversity by 30% within the next two years

- Achieve 100% participation in diversity training for all employees

- Improve employee satisfaction scores related to inclusion by 25%

- Enhance our reputation as an inclusive employer to attract diverse talent

Constraints include budget limitations, potential resistance to change, and the need to maintain productivity during the implementation process.

3. <u>Determine the solution options you will examine.</u>

I will examine the following options:

a) Implement a comprehensive diversity and inclusion program

b) Focus solely on diverse hiring practices

c) Maintain the status quo (do nothing)

4. <u>Study how well each option meets the criteria.</u>

Option A: Implementing a comprehensive diversity and inclusion program

- Addresses all objectives comprehensively

- Requires significant investment in time and resources

- Has the potential for the highest long-term impact

Option B: Focusing solely on diverse hiring practices

- Partially addresses the workforce diversity objective

- Requires less investment than Option A

- Fails to address cultural changes and inclusion

Option C: Maintaining the status quo

- Requires no additional investment

- Fails to address any objectives

- Poses risks to company reputation and competitiveness

5. Draw conclusions based on your analysis.

"Once you have carried out descriptive analyses, finding correlations between several variables (or not), it is then necessary to **draw conclusions from these analyses"** (*5 Drawing Conclusions From Your Analysis*, n.d.). Based on the analysis, implementing a comprehensive diversity and inclusion program (Option A) emerges as the most effective solution. While it requires the most significant investment, it addresses all objectives and offers the greatest potential for long-term success. Option B falls short in creating a truly inclusive culture, while Option C poses significant risks to our company's future.

6. Formulate recommendations based on your conclusion.

I strongly recommend that Global Business Resources, LTD implement a comprehensive diversity and inclusion program. This program should include:

1) Revising our company goals and vision to explicitly address diversity and inclusion

2) Implementing diverse hiring practices and setting specific diversity targets

3) Conducting company-wide diversity and inclusion training

4) Establishing employee resource groups for underrepresented communities

5) Regularly assessing and reporting on diversity metrics and progress

We will establish a workplace that is more inventive, inclusive, and varied by implementing these actions. This strategy will strengthen our competitive advantage in the global market and increase employee happiness.

Among the difficulties we could run across are initial opposition to change, the demand for greater resources, and the time needed for a cultural shift. Still, the advantages much outweigh these drawbacks. A diverse workforce adds a range of viewpoints to the workplace, therefore fostering more creativity and ability for problem-solving. Moreover, an inclusive culture helps to foster employee engagement and loyalty, hence lowering turnover costs. Still, the benefits much exceed these challenges. A varied crew brings different points of view to the workplace, which increases innovation and problem-solving ability. Moreover, encouraging employee loyalty and involvement inside a diverse culture helps to reduce turnover expenses.

Conclusion

In conclusion, Global Business Resources, LTD must put in place a thorough diversity program to succeed in the varied business environment of today. We portray ourselves as a forward-thinking business prepared to take advantage of the full potential of a varied workforce by embracing diversity and inclusion.

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