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# The impact of cultural diversity on organisational performance

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# Introduction

* A more culturally diverse workplace can impact organisational performance heavily.
* The impact of cultural diversity on organisation performance is going to be discussed In this research.
* The background of the study along with the research rationale and significance is going to be discussed.

It can be found that if the workplace of an organisation is culturally diverse then it can impact the organisational performance heavily. Therefore, in this research how cultural diversity can affect the organisation's productivity is going to be discussed. In order to complete the research, the background of the study is going to be discussed. In addition to it, the aim and objectives of the project are also going to be identified. Furthermore, various articles and journals are going to be taken into consideration for getting a better knowledge of the research topic. The research rationale is also going to be discussed here.

# Research Aim and Objectives

***Aim***

The aim of this resarch is to analyse the impact of cultural diversity on organisational performance.

***objective***

The objective of this research paper can be as follows

* To discuss the concept of cultural diversity in the workplace.
* To analyse the impact of cultural diversity on organisational performance.
* To identify the challenges related to cultural diversity.

The main purpose of this research paper is to focus on the impact of cultural diversity on organisational performance. The objectives of the paper are to highlight the concept of cultural diversity in the workplace. Moreover, this paper will also focus on the effect on an organisation’s productivity. In addition to it, this paper will further discuss the challenges related to the implementation of cultural diversity in the workplace.

# Background of the study

* Cultural diversity can be referred to as race, gender, cultural background and ethnicity.
* A culturally more diverse workforce is said to have better organisational output.
* Moreover, a culturally diverse workplace can lead to enhancing the employee's productivity (researchgate.net, 2019).

The cultural diversity of the workplace can be defined as race, gender, cultural background and ethnicity. It can be found that a more diverse workplace can have a great organisational output. It has also been found that a diverse workplace helps to boost the motivation of employees. The boost in motivation helps the respective employee to increase productivity which can thus impact organisational performance. Moreover, a diverse workforce can understand the need of customers more and meet them. In addition to it, promoting cultural diversity helps to increase organisational productivity.

# Research rationale

* This research paper will analyse the influence of cultural diversity on organisational productivity.
* Cultural diversity has proven beneficial in achieving business goals more efficiently by sharing values and beliefs.
* This cross-cultural exchange can increase the employee's motivation to work.

This paper will focus on how cultural diversity can influence the overall productivity of an organisation. It has been found that cultural diversity helps employees to achieve business goals more efficiently by sharing values and beliefs. Moreover, the cross-cultural exchange of knowledge helps to boost the employee’s motivation to work. It can be found that a motivated employee will deliver more productivity. Therefore, it can impact organisational performance heavily.

# Literature Search

* For conducting the research various article will be taken into consideration.
* Various journals will also be taken into consideration.
* Moreover, these articles and journals will be searched from google scholar.

In order to complete the research, various articles and journals will be taken into consideration. These articles and journals will be searched from google scholar. Moreover, these articles and journals will be studied and examined thoroughly. Various data will be then collected from them. Upon analysing the collected data, it is possible to gain insights into the research topic more. Furthermore, it is also possible to gain knowledge of how past researchers highlighted the issue in their articles and journals.

# Literature review

* According to Duchek *et al. (2020),* diversity plays an important role in any organisation.
* The article by Hendri (2019), also showed that cultural diversity can be the greatest strength of any organisation.
* On the other hand, Sarwar *et al. (2020),* also explained that cross-cultural diversity can help every organisation to grow.

According to Duchek *et al. (2020),* diversity plays an important role in every organisation. The authors explained that the definition of diversity can be referred to as the distribution of personal attributes. Moreover, diversity can also be referred to as the race, gender, cultural background and ethnicity of every individual. It has been proven that the inclusion of diversity in the workforce can be b beneficial for the organisation. Sarwar *et al. (2020)* also supported this statement in their article. According to them, diversity in the workplace influences every individual present there. This can impact their motivation to work. Thus, it can impact the overall organisational performance as the motivated employee will deliver more productivity. On the other hand, Sarwar *et al. (2020)****,*** also mentioned that the inclusion of cross-cultural diversity will impact the organisational performance heavily.

# Conclusion

* It can be derived that the implementation of cultural diversity can boost organisational performance.
* It can also be found that cultural diversity can boost the employee’s motivation to work.
* Moreover, the inclusion of cultural diversity in the workplace helps to healthy work environment.

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# Upon conducting the above research, it can be found that cultural diversity has a great impact on organisational performance. Moreover, the inclusion of cultural diversity can help the organisation to promote a healthy work environment which can ideal for increasing productivity. In addition to it, cultural diversity helps to boost the employee’s motivation to work. All these factors can lead to increasing organisational performance.

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