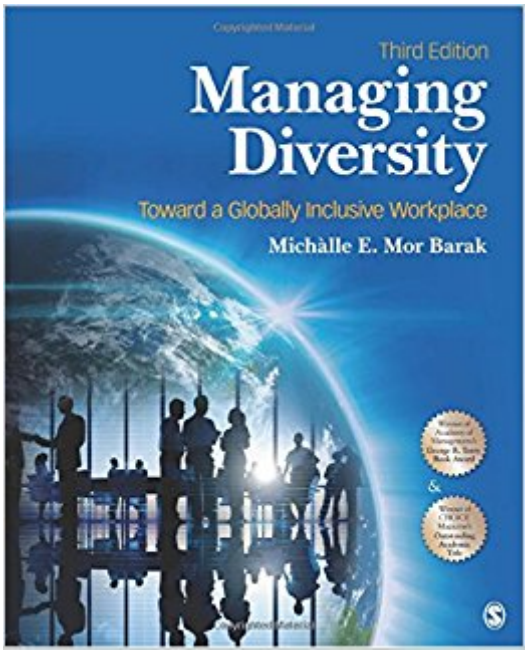
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Managing Diversity: Toward A Globally Inclusive Workplace



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Synopsis

Successful management of todayÃ¢â ¬â„¢s increasingly diverse workforce is among the most important global challenges faced by corporate leaders, human resource managers, and management consultants. In the third edition of the award-winning book, Managing Diversity: Toward a Globally Inclusive Workplace, MichÃƒÂ lle E. Mor Barak argues that exclusion is among the most critical and pressing problems faced by todayÃ¢â ¬â„¢s heterogeneous workforce. Using an original model for creating a globally inclusive workplace coupled with engaging real-world case studies, she outlines unique strategies for unleashing the embedded potential in a multicultural and diverse global workforce. First Edition: Winner of the 2006 Outstanding Academic Title Award from CHOICE Magazine and the 2007 Academy of ManagementÃ¢â ¬Â s George R. Terry Book Award for "outstanding contribution to the advancement of management knowledge"

Book Information

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" An excellent resource to develop, theorize, and work out the inclusive workplace in a very comprehensive, encompassing, and interdisciplinary way Boxes, tables, graphs, and figures as well as practical examples and empirical illustrations make the book very interesting for both the conceptual, pedagogical research interest and the practical, educational interest. "--Cordula Barzantny (02/28/2013)"" This book introduces a unique and refreshing prism that is highly useful for managers and scholars alike. The authentic examples and case studies bring the content to life and make this book a very interesting and captivating read. "Managing Diversity" is a must read for

managers who need to effectively manage today s diverse work force in order to survive and thrive in the global economy. "--Alan D. Levy (02/28/2013)"" Mor Barak s text blends research with practice and shows students that diversity and equity are not just programs . One of the big advantages of this book [is that it] includes the tables and charts. Many of today s students expect visuals and this book does not disappoint. "--Cheryl Coan (02/28/2013)"" Excellent focus, nice tone, and easy to read. The students like it! "--Anke Arnaud (02/28/2013)"" Coverage of the topic on workforce diversity is thorough. The framework of moving toward a globally inclusive workplace is compelling. The author uses some nice examples and ties her concepts to issues of inclusion exclusion related to stereotypes and prejudices I like the focus on social and psychological perspectives of workforce diversity. This is the most powerful part of the book. "--Jean Lau Chin (02/28/2013)"" I like the globalization aspect of the text. We, as a business school, embrace the notion and incorporate globalization as much as possible in most of our classes. "--Ralph Braithwaite (02/28/2013)"" A comprehensive approach to this complex topic that provides sound underpinning for any course in the area of diversity fairness and equality in the workplace, with some excellent comparative international data It is the most comprehensive text I have discovered that is suitable for my course. "--Peter McGunnigle (02/28/2013)"" The material is covered thoroughly. No author that I am aware of includes differing personalities as a factor in managing diversity The author s personal interviews and knowledge of differing environments is very impressive [she] uses her personal relationships and interviewing skills to make her points. She is better at doing this than any other author with whom I am familiar. Keep up the good work! "--Marilyn Lutz (02/28/2013)"Praise from the previous edition: "Good coverage of the key issues"--Mr Nicholas SnowdenPraise from the previous edition: "This is a very interesting book that is well organized and written for today’s management student. The combination of theory, cases, and straightforward, practical insight make this a fine text to work with for a course dealing with management across global culture."--Dr. Keith HunterPraise from the previous edition: "It is challenging to find text books that offer a global perspective on diversity. This proved to be a useful text."--Mrs Michelle BlackburnPraise from the previous edition: "For those students undertaking a Business Degree or Human Resource Management course, this book provides some excellent guidance on how to manage diversity in the workplace. It gives some useful examples and expands the concept of diversity to wider elements."--Mrs. Anita McGowanPraise from the previous edition: "A useful introduction into diversity issues for all professions, but especially to my business students specializing into HRM."--Ms Elizabeth San MiguelPraise from the previous edition: "An interesting book for those interested in a more global perspective, and one that applies consideration of values

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Management course, this book provides some excellent guidance on how to manage diversity in the workplace. It gives some useful examples and expands the concept of diversity to wider elements." (Mrs. Anita McGowan)Praise from the previous edition: "A useful introduction into diversity issues for all professions, but especially to my business students specializing into HRM." (Ms Elizabeth San Miguel)Praise from the previous edition: "The book provides a succinct account of the historical and theoretical development leading to managing diversity in the workplace. Its inclusion of checklist and comparison tables of national legislations relating to equality and fairness in employment is most useful for students and managers to understand the wide adoption of measures leading to managing the globally invlusive workplace. Professor Mor Barak has rightly developed her managing diversity theory in organizational, community, state and international contexts upon the global social, economic and demographic trends. She has also developed in detail how managing diversity is achieved in various levels. It provides a handy handbook for students pursuing a course on diversity workplace." (Mr. Hoi Wah MAK)Praise from the previous edition: "An interesting book for those interested in a more global perspective, and one that applies consideration of values and ethics. An excellent text." (Dr. Kim Robinson)

Well, this is a textbook. So the people don’t really have a choice on whether to purchase this or not. But I will tell you, it’s not very well written. There are tons of typos and grammatically errors in it. And basically the author keeps repeating the same thing over and over and over in the book. "Diversity gives organizations a competitive advantage." Ok. I got it when you stated that on page 3. And I appreciated the refresher on page 10. Got annoyed on page 20. Then got even more annoyed at all the subsequent restatements of the same thing. If there was Cliff Note version, it would probably be only 1 page long. Sorry. I know you have to read it for school and don’t have a choice, but you’re in good company with the rest of us who were already forced to read it.

This book is too repetitive and the information looks like it was stretched to fill the book? No its not just me, because the class suggested that we write the author!

I needed this book for my Working with Diversity class, however I have been using it as more of a reference book. The information is pretty clear and there are plenty of examples to explain concepts. It is a decent book overall.

Mor Barak provides a thorough discussion of the state of diversity in the global workplace. It will be

the centerpiece of a General Education course that I have developed for a California State University.

Awesome!

Very informative but very dense material.

Very thorough and up to date.

Employee cohesion and high morale in the workplace are generally accepted, along with quality products and services, as contributing to a company's healthy bottom line. To be successful in today's complex multinational and multicultural as well as domestic work environments, however, businesses must concurrently manage new thresholds of employee, supplier and customer diversity at several levels all at once.A welcome addition to the emerging dialogue on diversity management is MichÃƒÂ lle Mor Barak's inclusive workplace model. In Managing Diversity: Toward a Globally Inclusive Workplace (Sage Publications, 2005), she encourages work organizations to adopt a new perspective on diversity. Building on its expanding importance to the workplace amid new socio-demographic and legislative trends, Managing Diversity comprehensively addresses the corporate role for inclusiveness as part of workforce management as well as at community, state and federal, and international levels.In essence, the inclusive workplace is a layered ideal, each level of which complements the others and advances corporate effectiveness. At the workplace level, it honors individual and inter-group differences, while at the community level it also contributes to its surroundings, regardless of whether profits are directly realized. Within the wider environment, it expresses concern for and supports advancement of such disadvantaged or marginalized groups as immigrants, women, and the working poor. And in the instance of multinational companies, it willingly collaborates with individuals, groups and organizations across national and cultural boundaries.Of note is the practical relevance threaded throughout the book, such as the important distinction that Mor Barak makes between visible (i.e., observable differences) and invisible diversity (such not readily apparent attributes as religion, education, tenure or world view). While discrimination toward either kind is unacceptable, the nature of invisible diversity presents human resource managers the added challenge of a consideration that is difficult to monitor.A portion of Managing Diversity delves into the complex web of skills, knowledge, and values that combine to shape the inclusive workplace. From an overview of diversity-related employment legislation around

the world, to theoretical perspectives on diversity and its meaning in different cultural contexts, to cross-cultural communications, the book is filled with colorful, well-researched examples. The inclusive workplace model itself, however, is applicable to work organizations large and small, transcending specific industries or where they are headquartered in the world.In this excellent text, Mor Barak, who holds joint appointments at the University of Southern California Schools of Social Work and Business, has made a substantial and unique contribution to the human resources and management literature.

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