

Plagiarism report-Team Diversity

by Plagiarism Report-team Diversity Plagiarism Report-team Diversity

Submission date: 01-Sep-2021 07:38AM (UTC+0700)

Submission ID: 1639150180

File name: Team_Diversity_Within_an_Organization.edited.docx (21.41K)

Word count: 1072

Character count: 6236

Team Diversity within an Organization

Institutional Affiliation

Name

Date

Introduction

Organizations are composed of people from different educational, religious, ethnic, cultural, and political backgrounds. This being a dynamic environment, there is a need for scanning both external and internal environmental of the organization in weaknesses, strengths, certain threats, as well as opportunities through SWOT analysis. To achieve a competitive advantage, organizations hire and train skilled personnel on the job positions they offer. To this end, therefore, diversity in the workforce consists of a range of elements such as national origin, language, religion, social, and age. Essentially, workforce diversity realized in teams and team management may positively or negatively influence the organization's objectives and overall performance. Effective managing of workforce diversity and team diversity is the key to maximizing the benefits and minimizing the setbacks that come with it.

In this paper, we will be addressing team diversity, its disadvantages, and the advantages it has on the performance of an organization. It is important to say that teams can be very great in bringing about organizational change. This is, however, is contingent on the effectiveness of team assembling and incorporation into the organization. Failure to manage diverse teams may result in low motivation, low productivity, and increased conflict.

Advantages to utilizing diverse teams within an organization

In answering this question, we understand that team diversity is a matter of importance to organizations. Team diversity offers an environment and the opportunity for the personal growth of employees. It increases their knowledge due to exposure to new ideas, cultures, and a different perspective of looking at issues and addressing them. These enable employees within the organization to attain an intellectual view of life and their jobs. In addition, diverse teams tend to break barriers and thus encouraging inter-community relations. Since different employees come

from various cultural backgrounds, spending time with one another facilitates relationships and breaks down the existing barriers, and thus encourages them to be all-rounded

According to (Smith, & Schonfeld, 2000), team diversity remains an important factor, contributing to personal and organizational innovation and creativity. Their findings indicated that, indeed, diversity is resistant to conformity. The creativity and innovativeness of an organization give it a competitive edge over other firms in the same industry. Better ways of doing things, which are unique and offer a sense of corporate credibility, were invented. Various organizations consequently may be able to control costs associated with production even as they maximize benefits everywhere.

Another advantage is that Individuals in various teams and groups are able to serve specific responsibilities and roles that go in hand with their strengths and experience. The roles assignment helps boost employees' responsibility, which may result in team motivation and higher performance. The feeling of being given roles to play in groups motivates individuals in various teams, and this is because of confidence reposed on them. Motivated employees are highly productive, which is why organizations motivate. Moreover, when there are problems in the team, members sit to analyze the situation critically. Members' coming together often results in productive conflicts resolution where individuals are challenged to derive the best solution to both future and current issues. Lastly, besides the above-discussed advantages of team diversity, it may also result in increased adaptability as far as sourcing and resource allocation are concerned. A broader range of services is offered to organizational customers due to different cultures, educational backgrounds, and languages (Smith, & Schonfeld, 2000).

Potential difficulties that might need to be overcome in order for a diverse team to be successful (Disadvantages).

Some potential difficulties, which the team diversity needs to overcome to be successful, are as follows. Conflicts during early stages of team building. There is a lot of conflict during the storming phase of team formation. These conflicts may reduce the productivity of the employees at the workplace. In addition, within a diverse team, it takes a very long time to make a decision, and this is due to the diverging consultations and opinions among team members.

Lack of common things within a team remains one of the potential difficulties that diverse teams need to overcome because lack of it could negatively affect the overall team spirit. The team's good spirit remains an essential factor for increased productivity, and so negative impacts may reduce team productivity and consequently organization. The unaligned organizational goals and the team objectives may also be a potential difficulty that diverse teams need to consider overcoming. Team goals have to be aligned with organizational objectives, and each company objective cascaded down to individual goals for each team member. This may result in a lack of sense of direction in the company and time wastage.

Lack of cohesive and effective communication within the team individuals should not happen at any moment because communication is an essential factor for the success of diverse teams. High cost of training as the organizations establish training lectures all designed to promote the spirit of diversity and acceptance. The organization must do training to overcome the challenges of workforce diversity. Lastly, team diversity may result in groupthink, which might breed indifferences and disrespect among individuals (Sujin and Horwitz, 2007).

Methods and tactics that can be utilized to overcome the potential difficulties.

According to (Erlenkamp 2006), organizations must leverage potential difficulties from diversity to maximize the benefits. Some of these difficulties may be communication issues, constant conflict, maintenance of the employees, the leadership of team members, aligning team goals to the organizational mission and vision, and managing change with the diverse workforce. Organizations use various mechanisms such as total member involvement in strategy formulation and implementation. This gives employees a sense of belonging in the organization and fosters a team-building spirit. Increased seminars and training on the importance of team building and working as a team helps to foster team spirit. Other mechanisms include tying performance with rewards to motivate employees.

Conclusion

In summation, organizations should endeavor to overcome the potential difficulties since the benefits of diversity exceed the setbacks and challenges. The organization and diverse teams should thus put in every effort to overcome potential challenges.

References

- Erlenkamp, M. (2006). Managing international Teams and Workforce Diversity. GRIN Verlag.
- Smith, D. G., & Schonfeld, N. B. (2000). The Benefits of Diversity what the Research Tells Us. About campus, 5(5), 16-23.
- Horwitz, S. K., & Horwitz, I. B. (2007). The effects of team diversity on team outcomes: A meta-analytic review of team demography. Journal of Management, 33(6), 987-1015.

Plagiarism report-Team Diversity

GRADEMARK REPORT

FINAL GRADE

/100

GENERAL COMMENTS

Instructor

PAGE 1

PAGE 2

PAGE 3

PAGE 4

PAGE 5

PAGE 6
