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Discussion

Question 1

According to Goel (2018), diversity ensures people of different races, ethnicities, and religious affiliations can work in the same setting without discrimination. It is a leveller because individuals from different backgrounds are considered for the same position based on merit (Goel, 2018). Diversity promotes meritocracy. Further, it establishes a vibrant atmosphere where employees understand their flaws and collaborate to improve each other. Moreover, it encourages innovation because different individuals look at things differently, hence stimulating innovative thoughts.

On the contrary, diversity is of no use if meritocracy is not embraced in the workplace (Goel, 2018). If people are just hired to achieve diversity in the workforce, it does not achieve its intended purpose. In addition to that, diversity in the workplace can be mistaken as a lobby, just like racism. It can dictate specific company policies that can harm a business's overall well-being (Raewf and Mahmood, 2021). Employers can feel compelled to adhere to diversity policies, hence making wrong decisions during the hiring process. That should not be the case because historically, employers have had preferences when hiring.

Question 2

In part, the United States of America is favourable to compete globally due to its diverse population. The diversity in the United States of America makes it compatible with competing globally because it has a competitive advantage over other nations. For instance, America is a country comprising of immigrants. These are individuals who have come from different countries and have settled and integrated into American culture. These people come with

different ideas, creativity and expertise that help achieve an organization's goal in the country or the world.

Furthermore, Social mobility, which is the ability to rise in socioeconomic status, also plays a massive role in America. Americans are hardworking, and as long as you work hard, you will prosper, and that is the mentality and culture that Americans are known for globally. The country also has one of the best education systems, coupled with some of the world's top universities. The wide acceptance of the country's democratic ideals and capitalism ensures that American citizens prosper globally. With an American education, you will get a job anywhere in the world.

References

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