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Disabilities in Workplaces

In my opinion, disabilities should be differentiated and treated differently in the workplace. One of the reasons for the claim is that workers with disabilities require varying needs to remain productive. For example, workers with mental health conditions need support, while those using wheelchairs need a spacious office. Differentiating is thus essential, so each worker's needs are attended, making them productive regardless of the conditions (Bonaccio et al., 2019). Treating the diseases differently would also ensure satisfaction among employees, making them develop a commitment to the organization. With the approach, all workers feel valued and not discriminated by the leaders as their individual needs are met.

It does not only create a comfortable surrounding for them to work but also motivates them to execute their duties and help achieve the set objectives the same way their needs are met. Apart from that, differentiating improves the company's reputation leading to brand loyalty. Buyers assess how the management treats workers while deciding the company to meet their needs. The differentiation of workers' disabilities indicates social responsibility as they are not exposed to more harm (Bonaccio et al., 2019). Instead, each gets the needed environment for working without prejudice. The communities served would, therefore, choose the company to increase sales, growth, and development. Thus treating disabilities in the workplace differently might be expensive, but the benefits acquired are worth it.

Reference

Bonaccio, S., Connelly, C. E., Gellatly, I. R., Jetha, A., & Ginis, K. A. M. (2019). The participation of people with disabilities in the workplace across the employment cycle: Employer concerns and research evidence. *Journal of Business and Psychology*, 1-24.

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