

Stream Title: Diversity Management and Performance

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Stream Outline

The prevailing business trends for globalisation elicit questions on the feasibility of a diverse executive team to retain and motivate their employees towards higher productivity and satisfaction. Attracting workers from diverse groups appears to establish a fundamental link among the organisation and the wider community. Alongside, the organisational development is achieved through the attraction and recruitment of highly skilled labour, thus increasing productivity and profitability. Employees expect leaders, persons with formal authority, to intervene when social identity conflicts emerge. Nonetheless, it would be interesting to investigate the scenario where the formal authority per se appears to be culturally or else diversified. This stream therefore, explores the utilisation of the existing theories in the case that diversity occurs in the upper level of management, thus eliciting what it is like to be lead in the context of very salient social identity group differences. The need for conducting a research so as to detect and classify realistic, effective and applicable methods of efficiently dealing with diversity is considered to be crucial.

This stream invites theoretically informed papers, empirically based ones as well as research posters from a range of disciplines that explore the nature of diversity (i.e. age, gender, nationality), the impact on individuals (i.e. conflict, performance, satisfaction) and the organizational level of analysis (i.e. climate, culture, human resources practices). Moreover, papers could explore the role of top management team in the establishment of policies promoting diversity and ensuring equality at work.

Possible themes include:

Conceptual approaches to diversity management; the impact of top management team's diversity in job performance; diversity and conflict; diversity related discourses of management and leadership; interaction of diversity climate and human resources management; bias and the content of role stereotypes in top management team; managing diversity: experiences and outcomes; the business case for diversity; preparing employees for diversity management.

Keywords

Diversity management, top management team, job performance, action research, organisational culture.