

Diversity beliefs and Diversity Climate: Potentials for Organisations

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Abstract

Do multipliers have to be more sensitized for the issue diversity?; Do they have to develop specific competences?; Which do they already have? These questions were analysed by a qualitative investigation. Ca. 70 interviews with managers of the large DAX companies and employees were conducted. The results show a field of tension between self-perception and perception of others and the assessment of the relevance of diversity attitudes and measures, competences and their actual implementation. The results indicate the need of promotion of competences, especially regarding the intercultural competence. We position ourselves in a functionalist perspective, in line with the work on paradigms of Burrell and Morgan (2017) and Deetz (1996) in social sciences and Cross-Cultural Management. We present these results from a functionalist perspective in order to ensure the greatest possible "objectivity".

Keywords: migration, diversity potentials, intercultural competence, human resource management

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