

*Mobility IoT2018 Portugal, Guimares 21.11-23.11.2018*

**Vortrag und Workshop Leitung  
Cult Open Networking Session**

## **Migration and Diversity Potentials for the Labour Market**

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**Abstract.** A successful integration of migrants in the labour market and in the organisations is getting more important based on demographic changes. The central aim of the investigation is to deal with problem fields of the Human Resource Management, which arise by demographic changes regarding migration. Therefore, an explorative qualitative study with human resource managers and diversity representatives of the large DAX companies was conducted. The views of leaders and employees with and without an immigration background regarding diversity potentials in organisation are compared in this study. The results indicate that diversity is important for organisation. Employees have recognised the importance of diversity. Managers have not recognised the seriousness and urgency of cultural diversity and diversity actions. Human resource managers are not able to assess the additional stress of migrants correctly and to consider them in their day-to-day management and diversity actions.

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