# Diversity in the Workplace for Sustainable Company Development

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*Abstract: "Workforce Diversity" is a key word for organizations and leaders of today's organizations & has become crucial concept in global workplaces. Workforce diversity is a multi-faceted concept that will continue to evolve as more corporate companies move towards a global marketplace. Since diversity remains a significant organizational challenge, employers and employees must learn the skills needed in a multicultural work environment. Diversity includes all groups of people at all levels in the company. India is one of the fastest growing developing nations in the world. It has the largest English- speaking population and the largest base of middle class. Organizations are initiating diversity management programs and policies to build a positive diversity climate. The Information Technology (IT) sector has become an important growth catalyst for the Indian economy. Information Technology (IT) industry has played a significant role in transforming India's image from a slow-moving bureaucratic economy to a land of innovative entrepreneurs. Business globalization, preference for teamwork and the changing workforce demographics have made workforce diversity management a necessity for companies. India has a markedly different societal context for diversity from Western countries as it is a highly culturally diverse country.*

*While workplace diversity is unavoidable, managing diversity is a complex and unique HR issue. In the future, diversity in the workplace may be required for companies that want to be competitive, because diverse ideas help create new solutions to help overcome obstacles. Diversity management means creating a workplace where differences in heritage, background, style, tradition, and views are valued, respected and used to increase organizational capacity. The concept of diversity in the workplace has become increasingly important for companies around the world. This article analyses the data obtained through research work targeting the understanding of companies' orientation toward diversity. It assesses four themes: motivation, innovation and creativity, leadership, and social responsibility.*

*Keywords*: Globalization, Diversity, Workforce Diversity, Diversity Management, Sustainable Development

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