

CULTURAL DIVERSITY & INCLUSIVE WORKPLACE ENVIRONMENT: THE IMPACT ON PEOPLE IN ORGANIZATIONS

KITTIPORN YOSTHONSAWADI 6549075

M.M. (GENERAL MANAGEMENT)

THEMATIC PAPER ADVISORY COMMITTEE: ASSOC. PROF. ASTRID KAINZBAUER, Ph.D., ASSOC. PROF. RANDALL SHANNON, Ph.D., ASST. PROF. MANJIRI KUNTE, Ph.D.

ABSTRACT

This research focuses on exploring cultural diversity's impact on creating an inclusive workplace environment. The study aims to understand how organizations can leverage cultural diversity to enhance inclusivity and create a more welcoming and supportive environment for all employees. The research methodology involves conducting eight in-depth interviews with employees from two organizations, with four interviewees from each company. The aim is to analyze the benefits and challenges associated with cultural diversity in the workplace.

To achieve this, the research will use a comprehensive literature review and qualitative analysis of the interviews with employees. The findings will provide insights into the importance of promoting cultural diversity as a critical factor in fostering job satisfaction, innovation, creativity, and organizational performance. The study will also explore the role of leadership in creating a more inclusive workplace environment.

The research will conclude with practical recommendations for organizations to enhance their cultural diversity initiatives. The recommendations will be based on the findings of the research and will provide guidance on how organizations can create a more inclusive workplace environment for all employees. The study aims to contribute to the existing body of knowledge on cultural diversity in the workplace and help organizations develop effective strategies to leverage diversity for business success.

**KEY WORDS: CULTURAL DIVERSITY/ WORKPLACE ENVIRONMENT/
INCLUSIVITY**

49 pages