Employees’ perception about organizational culture: with and without ethnic diversity

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Abstract:

Conducive organizational culture has been proved to be imperative for an efficient organizational performance. Organizations that ensure a favorable work environment for their employees are able to achieve a higher level of professionalism than others. Literature also reveals that a diverse workforce has advantages of more dynamic knowledge, variety of experiences from different backgrounds and multicultural pool of human capital that help create an improved organizational climate through better work involvement, supervisory support, innovation & flexibility, clarity of goals and welfare. Thus if ethnic diversity is integrated with organizational culture of an organization, then it creates a better work environment that leads to an enhanced employees’ productivity. The study was conducted on two higher level educational institutions in two different countries: a university in Pakistan having a homogeneous workforce and a college in the Sultanate of Oman carrying a heterogeneous workforce where diversity is integrated with organizational culture as a diverse work force from many different cultural backgrounds and nationalities is working in Omani educational institutions. After data analysis, it was found that faculty members working in a diversity integrated culture have a better perception about their organization than those serving in a culture without diversity. It was concluded that Employees perceive an organizational culture as more attractive and better in which workforce in ethnically diverse, which also means a favorable organizational climate.