

New Opportunities for the Development of Education at the Technical University of Liberec

Specific objective A2: Development in the field of distance learning, online learning
and blended learning

NPO_TUL_MSMT-16598/2022



Selected current HR challenges in managing human resources in the post-pandemic era

Practical examples of implemented activities

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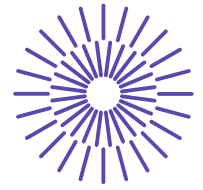


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1/ Please read information on these links and write answers below:

DEFINITION OF DIVERSITY AT WORKPLACE

<https://www.talentlyft.com/en/resources/what-is-workplace-diversity>

<https://smallbusiness.chron.com/define-diversity-workplace-4926.html>

<https://www.encyclopedia.com/finance/finance-and-accounting-magazines/diversity-workplace>

DIVERSITY IN THE WORKPLACE:

Diversity means having distinct or unlike elements. In a workplace, diversity means employing people who may be different from each other and who do not all come from the same background. The differences may be those of national origin, physical appearance, religion, education, age, gender, or sexual orientation.

In order to explain the term diversity, it is important to understand that diversity directly affects the workplace – and with increasing significance. The term diversity includes and understanding and acceptance of the fact that people have individual characteristics, which make them unique from each other, particularly when comparing individuals in a group. These characteristics may include race, ethnicity, gender, religion, political ideologies, sexual orientation, age, physical abilities or socio-economic status. These characteristics also may include life experiences and cognitive approaches toward problem solving.

Since the workplace is filled with people, the differences that each unique person brings to a company directly affects what takes place within the company. Many aspects of the company – from production to marketing to corporate culture – are influenced not only by diversity but also as to how the diversity is perceived company-wide. To those outside the company, that company may seem as if it is made up of many types of people. However, if the differences are creating discord and frequent turnover, then that company is not using its diversity to leverage the business to its advantage.

Workplace diversity is the term used for the workplace composed of employees with varying characteristics, such as different sex, gender, race, ethnicity, sexual orientation, etc. A company

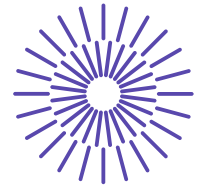


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with workplace diversity is the company who has employees with a wide range of characteristics and experiences.

DIFFERENT TYPES OF DIVERSITY:

There are many different types of workplace diversity. In the beginning, the term diversity was used primarily to address racial and ethnic diversity.

However, in recent years, the term workplace diversity has been expanded to encompass many different characteristics, such as:

- Race
- Ethnicity
- Gender
- Age
- Sexual orientation
- Physical abilities and disabilities
- Religion
- Political beliefs
- Education
- Socioeconomic background
- Geographical orientation
- Language
- Culture
- Military service.

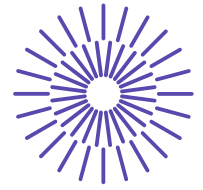


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Why is workplace diversity so important?

In the modern, globally connected society and market, workplace diversity is becoming a **necessity** rather than a banner companies wave to show their commitment to embracing differences. Most of the modern companies can sell their products **all over the world**, reaching many different groups of people. In order to successfully create, present and sell their products in this global market, companies need a diversified workforce.

Your definition of the workplace diversity:



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