Chapter 7

Implications

The study provides the numerous important suggestions and benefits for firm, employees, researchers and practitioners. Results of this study also suggested several conclusions having implications for future research.

Cultural diversity was found to be a very sensitive issue in Multi National Organizations operating in Northern and Southern region of India. The impact of cultural influences has critical importance in contemporary business scenario. There is a difference in perception while working with participants from diverse cultural backgrounds. The employee should work in a harmonious way in order to achieve effectiveness. There should be a respect and acknowledgement of community values and ethical presence for other’s employee feelings.

Diversity adds value to the organizations by bringing a wider range of perspective. It is explored by the current study that diversity brings a voluntary and deliberate possible business benefits. With change in composition of the employee, consequently varies the effectiveness of the employees performance. The organization should be ready to undertake all type of stereotypes, assumptions, preconceived expectations, and differences in treatment. The study suggested that organizations should have very realistic approach towards diverse workforce as it has very sensitized effect on organizational goals. Poor organizational climate was found to be negatively correlated with effectiveness. Therefore, every employee allows a reflection of his/her age stereotypes and behaviors.
The study exemplify cross cultural diversity in northern and southern region of India. Although, Southern organizations are able to manage paradigm of diversity management and create cultural synergy at workplace, still it has a room for improvement. Managing diversity itself is a complex phenomenon. To attain sustainable competitive advantage, it needs to continuously monitor and change its strategy towards diversity issue and try to improve their policies. The more diversified people come together at the workplace (with multi-disciplinary background and work culture) the more it helps the organization to adapt changes and grow. With the aforesaid diversity they are expected to work in team and raise organizational productivity.

After the detailed analysis of the present study, some intervention can be incorporated for enhancing effectiveness in a culturally diverse organization: first, there should be a check on roles and responsibilities of every employee. The roles and responsibilities should be clearly defined. Although, they have to understand and manage their priorities by their own experiences. Second, job analysis and job evaluation should also be done. This intervention will help to analyze the employee’s contribution with respect to their salary drawn. The fair and equitable distribution leads to employee satisfaction they develop the perception that they are paid according to their credentials and contribution which accordingly leads to high employee effectiveness. Finally, All the aforementioned interventions should be documented and deviations should be timely conveyed to top management so that corrective actions can be taken for enhancing individual and organizational effectiveness.