



Managing Diversity in Organizations (ZfB Special Issue)

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Diversity management has recently attracted a lot of attention in both academia and practice. Globalization, migration, demographic changes, low fertility rates, a scarce pool of qualified labor, and women entering the workforce in large scales have led to an increasingly heterogeneous workforce in the past twenty years. In response to those ongoing changes, organizations have started to create work environments which address the needs and respond to the opportunities of a diverse workforce. The implementation of diversity policies and practices and the creation of an organizational culture that values heterogeneity have been the focus of recent organizational initiatives. This special issue aims at shedding light on some of open research questions by including both theoretical and empirical contributions.

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