

Titles: Role of human resource management in developing ethnic and diverse enterprises.

Authors: Muncherji, Nina¹ nina_muncherji@hotmail.com
Gupta, Omprakash K.² Om.Gupta@pvamu.edu

Source: International Journal of Management & Enterprise Development; 2004, Vol. 1
Issue 2, Pg: 155 - 163

Subject Terms: Organization, Personnel Management, Management,
Ethnicity, Group Identity

Geographic Terms: India

Author-Supplied Keywords: Collective Ethnicity, Ethnic Group, Ethnicity, HRM,
Human Resource Management, Organisational Sensitivity

NAICS/Industry Codes: 923130 Administration of Human Resource Programs (except
Education, Public Health, and Veterans' Affairs Programs) 541612 Human Resources
Consulting Services

Abstract:

The article examines effect of socio-cultural ethnicity and diversity on the development of policies, systems and processes in Indian organisations. There are many factors to determine the organisational ethnicity, the most important being the human resource practices followed in the organisation. It focuses on the role of the human resource management practices in building an enterprise, which is sensitive to ethnic and diversity issues, and starts a process of building its own ethnicity. It informs that under the concept of ethnicity, an organisation works and functions as a people or nation.

Author Affiliations:

¹Institute of Management, Nirma University, Ahmedabad 382481, India.

²Prairie View A&M University, College of Business, Prairie View, TX 77446, USA.

ISSN: 14684330

Database: Business Source Complete