

An Excellent Addition to Your Library!

Released: November 2014

Impact of Diversity on Organization and Career Development

Premier Reference Source

Impact of Diversity on Organization and Career Development



Claretha Hughes



Part of the Advances in Human Resources Management and Organizational Development Book Series

Claretha Hughes (University of Arkansas, USA)

Today's workforce represents individuals of various backgrounds and experiences. The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company.

Impact of Diversity on Organization and Career Development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today's workforce. By examining both old and new strategies, the research included in this publication will present a unique approach for future company enhancement and employee success. This publication is an essential reference source for researchers, practitioners, managers, and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement.

Topics Covered:

- Company Culture
- Employee Value
- Globalization
- Human Resource Development
- Multiculturalism in the Workplace
- Professional Growth
- Workplace Equity

ISBN: 9781466673243; © 2015; 309 pp.

Hardcover + Free E-Access: US \$215.00 | E-Access Only: US \$200.00

Market: This premier publication is essential for all academic and research library reference collections. It is a crucial tool for academicians, researchers, and practitioners. Ideal for classroom use.

Claretha Hughes, PhD, MBA, is Director of the College of Education and Health Professions' Honors Program and Associate Professor and teaches Human Resource and Workforce Development in the Department of Rehabilitation, Human Resources, and Communication Disorders at the University of Arkansas in Fayetteville, Arkansas. Her research focuses on value creation through the use of human resource development and technology development. She is interested in the impact of the value of people and technology (1) on teaching and learning processes and motivation, (2) on organizational culture, change strategies, and leadership, and (3) on technology in the workplace environment and employee behavior. She is the 2009 University Council of Workforce and Human Resource Education Outstanding Assistant Professor. Dr. Hughes has a PhD from Virginia Tech, a MT degree from NC State University, a BA from Clemson University, and an MBA from the Sam M. Walton College of Business at the University of Arkansas. She has publications in journals, such as *Human Resource Development Review*, *Workforce Education Forum*, the *International Journal of Human Resource Development and Management*, and the *Journal of the North American Management Society*. Her book *Valuing People and Technology in the Workplace: A Competitive Advantage Framework* (<http://www.igi-global.com/book/valuing-people-technology-workplace/59747>) won the 2013 R. Wayne Pace Book of the Year Award from the Academy of Human Resource Development.



www.igi-global.com

Publishing Academic Excellence
at the Pace of Technology Since 1988

Order Your Copy Today!

Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Country: _____

Tel: _____

Fax: _____

E-mail: _____

☐ Enclosed is check payable to IGI Global in
US Dollars, drawn on a US-based bank

☐ Credit Card ☐ Mastercard ☐ Visa ☐ Am. Express

3 or 4 Digit Security Code: _____

Name on Card: _____

Account #: _____

Expiration Date: _____