Diversity and Culture

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Introduction

The intersection of class and race is usually an important aspect of American life. Understanding day to day rhythm of life makes it easy to comprehend the issue of diversity and culture vested in class and racial differences. A social class is a cultural dimension which refers to a group of people who share similar levels of wealth and power. It is a mode of social stratification which is based on social factors such as professional and educational success. Based on this, it can, therefore, be deduced that social class is an invisible difference. The aim of this paper is to elucidate the nature of diversity and culture whilst taking into consideration social class, religious diversity and workplace diversity.

Social Class Is an Invisible Difference in Society

Often people categorize individuals based on several factors. The effect of social class on personal issues such as job interviews and workplace cannot be ignored. The social class provides a description of an individual's cultural capital, economic and social capital as well as their key subjective social rankings. Despite the fact that social class cans identified early in an individual's life, it can play a very vital role in workplace processes such as job interview and selection. The hiring process is usually a primary method through which an organization influences its human capital and diversity (Harvey, & Allard, 2015). During job interviews, the organization usually strives to achieve person-organization fit. The objective is to achieve congruence between the values and norms of the organization in question as well as the person's values. Social class plays a significant part during the hiring process. It entails the collection and acquisition of demographic information by the hiring manager.

Education, as mentioned above, plays a major role in creating social classes. Socially, education is considered as a very important aspect because it determines one's, social class. It is a major factor that can successfully upgrade or downgrade an individual on the social ladder. It explains the reasons as to why parents are usually strict to educate their children. The idea of educating one's child up to the tertiary level is usually every parent's dream and priority. It is an approach used to bridge the social inequality gap. Statistics hold that that, the higher educational qualification, the higher the social class. For instance, pupils residing in Westminster are more likely to climb through the social ladder through education compared to pupils residing in the Newham area. Such areas are well known for social class differences and educational attainment gap. One's social class impacts greatly on their education. Pupils of parents in managerial and professional jobs are usually ahead relative to pupils of unemployed parents. However, every parent's dream is to educate their children to improve their social class.

My own success in a college education can be attributed to my parent's financial resources. My parents understood that social class is achievement based and henceforth they invested the little they had to ensure that I acquire education. However, the high demand for educational financial resources has become a burden to my parents given that they are to part with huge money required to clear my fees. They ascertained that I have obtained a high-quality education in my elementary and secondary schools. Their decision to take me to the best school is an indication that they wanted me to have a better life in future.

Hard Work and Determination

Generally, hard work is slightly important than determination. However, these two factors are normally correlated. For instance;

School quality and student work ethic-high end schools usually demand and emphasize on morals and ethical behaviour from their pupils. From the word go, pupils are taught on how to co-exist with others and key values to showcase in a workplace environment. The level of school quality is therefore correlated to student work ethic.

Perseverance and goal achievement- an individual ought to persevere hard times and remain focused to achieve a certain goal. Goal achievement, therefore, requires positive emotions to overcome key obstacles.

Hard work and success- working hard entails ignoring and striving to avoid distractions. Success sis tired on determination and hard work.

The Widget Company: Culture and Diversity

The company is rigid in nature does not take into consideration religious diversity. For a considerable period of time, the management of the Widget Company has remained constant. The management is still composed of the pioneers or their family members. The company has a small number of employees and henceforth does not take into consideration religious diversity since all the employees are the founders, their family members or friends who hold similar ideology and worldview.

The company has a policy that allows grants employees time-off work or holidays. The policy clearly articulates that an employee has a right to be granted a paid holiday leave once per year. In addition, the policy tries to avoid scheduling conflicts by ascertaining that such holiday leaves rhyme with religious holidays. However, under different circumstances, employees can request his/her co-worker to cover his/her shift. The company takes into consideration certain events based on the concreteness of the explanation given by the employee.

The company puts more emphasis on an official dress code during their working time or schedule. Employees are a requirement by the company's code of conduct to remain official and to display a positive image of the company. The company does not provide food for its staff. However, the company has a breakfaster program where employees are served with tea.

Since the company is formed by individuals from the same religious background and who hold similar opinions and ideologies, it allows the formation of on-site religion-based, employee network. There are policies that allow for such formation to avoid conflicting with the company's mission and vision.

Communication of a New Foreign Worker at the Widget

To ensure effective communication especially to the new employee, I would take into account issues related to culture and race. One of the ways in which this can be achieved is through understanding and appreciating cultural and racial diversity. A mutual understanding will only be achieved through appreciating cultural diversity. It is important to avoid cultural issues that have the potential to evoke disagreements and displeasure. I would encourage employees to major on what they are passionate about and what they are more likely to excel. For instance, an individual can focus on new innovations in mobile applications. I would encourage the employees to work hard as a way to ensure a positive view of different cultures, nationality and diversity at the workplace. Communication will be improved because employees will not focus so much on nationality or cultural background.

References

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