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## The Psychology of Ethnicity in Organisations

By Tinu Cornish

Macmillan Education Nov 2017, 2017. Taschenbuch. Condition: Neu. Neuware - How do contemporary understandings of ethnicity inform our behaviour in the workplace Can structural discrimination be linked with lower productivity and financial growth How do organisational processes perpetuate racially divisive politics Delving into the psychological experiences of ethnic identity in the workplace, Tinu Cornish and Thomas Calvard present a comprehensive, evidence-based analysis of the continued under-representation of Black Asian and Minority Ethnic (BAME) individuals within the employment practices and management structures of UK companies. With insightful case studies detailing both the BAME employee perspective and the institutional practices that govern it, Psychology of Ethnicity in Organisations this book explores not only the theory behind behaviour but the social and political reality of its lived experience. This book considers a wide breadth of topical issues, including the role of diversity in enhancing organisational performance, the effects of discrimination and bias in hiring practices as well as approaches to achieve progress on improving the experiences of BAME employees. An invaluable guide to progressive organisational management and an essential supplementary learning resource for those studying human resource management (HRM), organisational behaviour (OB), and psychology, as well as management and leadership courses, HR professionals...



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