The Centre for Work, Organisation and Wellbeing
invite you to a seminar:

“Effectively managing a diverse workforce: Is good diversity management just good management?”
By
Professor Carol Kulik

When: 12:30 – 2:00 pm, Wednesday 25th May, 2011
Where: Room 2.02, Building N54 (Bray Centre), Nathan campus
Food: Lunch will be served on arrival; please RSVP (with dietary restrictions)

Abstract: Organisations walk a fine line in trying to manage employee diversity. On the one hand, standardised human resource management policies promote fairness by treating everyone the same. On the other hand, different segments of the labor force have different needs and are attracted by different kinds of benefits and opportunities. In response, organizations are adopting dramatically different approaches to diversity management, ranging from “diversity blind” to fully “diversity conscious.” Organizations are expending millions of dollars on their diversity efforts but they often adopt practices that are not maximally effective.

Professor Kulik is conducting a three-year study focusing on the impact of diversity management practices on organisational effectiveness. This presentation will focus on data collected during the first two years of the project – a national audit of the diversity management practices adopted by Australian organisations. Preliminary results indicate that Australian organisations display four distinct profiles in their diversity management approaches. The approaches have implications for organisations’ ability to recruit diversity and to leverage diversity for greater organisational effectiveness.

Speaker: Carol T. Kulik is a Research Professor of Human Resource Management at the University of South Australia. Her interests encompass cognitive processes, demographic diversity, and procedural fairness in organisations, and her research focuses on explaining how human resource management interventions influence the fair treatment of people in organisations. Her research on gender and diversity has been recognised by scholarship awards from the Society for Industrial and Organizational Psychology and the Academy of Management. Recent projects have investigated the gender gap in salary negotiations, the impact of work on people with disabilities and the family members who care for them, and the effectiveness of organizational diversity training programs. Carol is particularly interested in bridging the academic-practice divide and ensuring that academic research addresses problems of interest to the business community. She authored a book titled Human Resources for the nonHR Manager (published by Erlbaum in 2004) that makes cutting-edge research on human resource issues accessible to managers with no formal training in human resources. Carol actively engages in collaborative research with partners in the business community including the Australian Human Resources Institute, the Australian Senior Human Resources Roundtable, and diversity@work. She has served as Senior Associate Editor at the Journal of Management and Division Chair of the Organizational Behavior Division of the Academy of Management.

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