



The Challenge to Manage Variety. A Current Evaluation of Diversity Management in Germany

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GRIN Publishing Jun 2016, 2016. Taschenbuch. Condition: Neu. Neuware - Seminar paper from the year 2016 in the subject Business economics - Business Management, Corporate Governance, grade: 1,0, Rhine-Waal University of Applied Sciences, language: English, abstract: The present work gives an overview of the current situation of diversity management in Germany and brings together the most comprehensive base of knowledge. The aim of this study is to gather the state of research on theoretical approaches, organizational best practice and practical implementation. To rate the current implementation in Germany, companies, especially all 30 DAX-listed companies, were evaluated and Diversity Charter signatures and the appointment of a diversity manager were used as central evaluation criteria. Furthermore, a deductive content analysis examined components of implemented diversity practices. The Diversity Charter was signed by 28 companies and 29 have a person in charge as a diversity manager. This is a slight increase over the previous year, but the number of new signatories in total shows a step backwards. The content analysis shows that almost all DAX 30 companies have established a strategic integration and a focus on themes of gender and cultural diversity were identified. The results are discussed, taking into account theoretical findings,...



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