

Charles University in Prague

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Program: Pedagogy

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**The Analysis of Working Environment
in terms of Diversity Management
and its Implementation in Corporate Practice**

Abstract

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ABSTRACT

The present doctoral thesis deals with diversity management and clarifies its concepts. The objectives of the thesis include comprehensive characterisation of diversity management as an element of corporate culture, description of roles of managers, departments of human resources and the role of the top management. Additional goals include charting the current scheme of diversity training and describing the inter-relations between corporate culture and diversity management. The chapter devoted to concrete case studies explores the current situation in the field with the aim to provide its analysis and evaluation. The thesis consists of three sections (focused on the theoretical framework, theoretical-research aspects and the research itself) and comprises seven thematic chapters.

Throughout the thesis, interrelationships with management of human resources, corporate culture, management-oriented training, as well as the appreciation of diversity are highlighted. The thesis provides comparison between equal opportunities policies and diversity management and examines organisational development from the viewpoint of diversity development and diversity in the workplace. Corporate environment was analysed using a quantitative questionnaire survey and qualitative discussions with experts on diversity.

The present thesis seeks answers to multiple questions associated with the significance of diversity in companies, dealing with identification of diversity requirements and finding inspiration for diversity programmes in companies operating in the Czech Republic. Strengths and weaknesses of working with diversity are analysed; arguments are gathered for strengthening the teamwork between diversity teams, and effectiveness in people management is explored.

This thesis aims to describe not only theory but also best practices that can be used as study material for adult education and human resources specialists.

KEY WORDS:

Diversity - Diversity Management – Equal Opportunities - Diverse Competency - Inclusion
Corporate Culture - Diversity Training