Managing Diversity In Organisations

1.

Kumra, S., Manfredi, S.: Managing equality and diversity: theory and practice. Oxford University Press, Oxford (2012).

2.

Gatrell, C., Swan, E.: Gender and diversity in management: a concise introduction. SAGE, Los Angeles, [Calif.] (2008).

3.

Kirton, G., Greene, A.M., Taylor & Francis Group: The dynamics of managing diversity: a critical approach. Butterworth-Heinemann, Oxford (2013).

4.

Mor-Barak, M.E.: Managing diversity: toward a globally inclusive workplace. SAGE, Thousand Oaks, CA (2014).

5.

Daniels, K., Macdonald, L.A.C.: Equality, diversity and discrimination: a student text. Chartered Institute of Personnel and Development, London (2005).

6.

Danowitz, M.A., Hanappi-Egger, E., Mensi-Klarbach, H.: Diversity in organizations: concepts and practices. Palgrave Macmillan, New York, N.Y. (2012).

7.

Healy, G., Noon, M., Kirton, G.: Equality, inequalities and diversity: contemporary challenges and strategies. Palgrave Macmillan, Basingstoke (2011).

8.

Konrad, A.M.: Cases in gender and diversity in organizations. SAGE Publications, Thousand Oaks, Calif (2006).

9.

Noon, M., Blyton, P., Morrell, K.: The realities of work: experiencing work and employment in contemporary society. Palgrave Macmillan, Basingstoke (2013).

10.

Özbilgin, M., Tatli, A.: Global diversity management: an evidence-based approach. Palgrave Macmillan, Basingstoke, Hampshire (2008).

11.

Özbilgin, M.: Equality, diversity and inclusion at work: a research companion. Edward Elgar, Cheltenham, Glos (2009).

12.

Joan Acker: Inequality Regimes Gender, Class, and Race in Organizations. Gender and Society. 20, 441–464 (2006).

13.

Dickens, L.: Beyond the business case: a three-pronged approach to equality action. Human Resource Management Journal. 9, 9–19 (1999). https://doi.org/10.1111/j.1748-8583.1999.tb00185.x.

14.

Hoque, K.: Equal Opportunities Policy and Practice in Britain:: Evaluating the 'Empty Shell' Hypothesis. Work, Employment & Society. 18, 481–506 (2004). https://doi.org/10.1177/0950017004045547.

15.

Liff, S.: Diversity and equal opportunities: room for a constructive compromise? Human Resource Management Journal. 9, 65–75 (1999). https://doi.org/10.1111/j.1748-8583.1999.tb00190.x.

16.

Lorbiecki, A., Jack, G.: Critical Turns in the Evolution of Diversity Management. British Journal of Management. 11, S17–S31 (2000). https://doi.org/10.1111/1467-8551.11.s1.3.

17.

Noon, M.: The fatal flaws of diversity and the business case for ethnic minorities. Work, Employment & Society. 21, 773–784 (2007). https://doi.org/10.1177/0950017007082886.

18.

Collins, P.H.: Intersectionality's Definitional Dilemmas. Annual Review of Sociology. 41, 1–20 (2015). https://doi.org/10.1146/annurev-soc-073014-112142.

19.

Noon, M., Blyton, P., Morrell, K.: The realities of work: experiencing work and employment in contemporary society. Palgrave Macmillan, Basingstoke (2013).

20.

Belle Rose Ragins: Disclosure Disconnects: Antecedents and Consequences of Disclosing Invisible Stigmas across Life Domains. The Academy of Management Review. 33, 194–215 (2008).

21.

Acas advice: Equality and discrimination,
http://www.acas.org.uk/index.aspx?articleid=1363.

22.

Equality and Discrimination: Understand the basics,
http://www.acas.org.uk/media/pdf/d/8/Equality-and-discrimination-understand-the-basics.p
df, (2015).

23.

Dickens, L.: The Road is Long: Thirty Years of Equality Legislation in Britain. British Journal
of Industrial Relations. 45, 463–494 (2007).
https://doi.org/10.1111/j.1467-8543.2007.00624.x.

24.

Hepple, B.A.: Equality: the legal framework. Hart Publishing, Oxford (2014).

25.

Hepple, B.A.: The New Single Equality Act in Britain. The Equal Rights Review. 5, 11–24
(2010).

26.

Wadham, J.: Blackstone's guide to the Equality Act 2010. Oxford University Press, Oxford
(2012).

27.

Bolton, S.C., Muzio, D.: Can't Live with 'Em; Can't Live without 'Em: Gendered
Segmentation in the Legal Profession. Sociology. 41, 47–64 (2007).
https://doi.org/10.1177/0038038507072283.

28.

Brynin, M., Perales, F.: Gender Wage Inequality: The De-gendering of the Occupational Structure. European Sociological Review. (2015). https://doi.org/10.1093/esr/jcv092.

29.

Charles, M.: A World of Difference: International Trends in Women's Economic Status. Annual Review of Sociology. 37, 355–371 (2011). https://doi.org/10.1146/annurev.soc.012809.102548.

30.

Maria Charles and Karen Bradley: Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries. American Journal of Sociology. 114, 924–976 (2009).

31.

Davidson, M., Burke, R.J.: Women in management worldwide: progress and prospects. Gower, Farnham, Surrey (2011).

32.

England, P.: The Gender Revolution: Uneven and Stalled. Gender and Society. 24, 149–166 (2010).

33.

S. Alexander Haslam, , Michelle K. Ryan: The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations. The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations. 19, 530–546.

34.

Perrons, D.: 'Global' Financial Crisis, Earnings Inequalities and Gender: Towards a More Sustainable Model of Development. Comparative Sociology. 11, 202–226 (2012). https://doi.org/10.1163/156913312X631298.

35.

Schein, V.E.: Women in management: reflections and projections. Women in Management Review. 22, 6–18 (2007). https://doi.org/10.1108/09649420710726193.

36.

Paula England: Emerging Theories of Care Work. Annual Review of Sociology. 31, 381–399 (2005).

37.

Nickson, D.P., Warhurst, C., Gilbert, K., Calder, I.: Valuable Assets: A general formal investigation into the role and status of classroom assistants in Scottish Schools, https://pure.strath.ac.uk/portal/files/235645/strathprints007715.pdf, (2006).

38.

Gilbert, K., Warhurst, C., Nickson, D., Hurrell, S., Commander, J.: New initiative, old problem: classroom assistants and the under-valuation of women's work. Industrial Relations Journal. 43, 22–37 (2012). https://doi.org/10.1111/j.1468-2338.2011.00653.x.

39.

Grimshaw, D., Rubery, J.: Undervaluing women's work, http://www.njl.nu/uploads/Paper_2007_Jill_Rubery.pdf, (2007).

40.

STEINBERG, R.J.: Social Construction of Skill: Gender, Power, and Comparable Worth. Work and Occupations. 17, 449–482 (1990). https://doi.org/10.1177/0730888490017004004.

41.

Day, N.E., Schoenrade, P.: The relationship among reported disclosure of sexual orientation, anti-discrimination policies, top management support and work attitudes of gay and lesbian employees. Personnel Review. 29, 346–363 (2000). https://doi.org/10.1108/00483480010324706.

42.

Losert, A.: Coping with Workplace Heteronormativity Among Lesbian Employees. Journal of Lesbian Studies. 12, 47–58 (2008). https://doi.org/10.1300/10894160802174300.

43.

Ozeren, E.: Sexual Orientation Discrimination in the Workplace: A Systematic Review of Literature. Procedia - Social and Behavioral Sciences. 109, 1203–1215 (2014). https://doi.org/10.1016/j.sbspro.2013.12.613.

44.

Ragins, Belle Rose. U Wisconsin, School of Business Administration, Milwaukee, WI, US, ragins@uwm.edu Cornwell, John M.: Pink triangles: Antecedents and consequences of perceived workplace discrimination against gay and lesbian employees. Journal of Applied Psychology. (2001).

45.

Doris Weichselbaumer,: Sexual orientation discrimination in hiring. Sexual orientation discrimination in hiringDownload PDFs. 10, 629–642.

46.

Deitch, E.A., Barsky, A., Butz, R.M., Chan, S., Brief, A.P., Bradley, J.C.: Subtle Yet Significant: The Existence and Impact of Everyday Racial Discrimination in the Workplace. Human Relations. 56, 1299–1324 (2003). https://doi.org/10.1177/00187267035611002.

47.

King, E.B., Ahmad, A.S.: An experimental field study of interpersonal discrimination toward Muslim job applicants. Personnel Psychology. 63, 881–906 (2010). https://doi.org/10.1111/j.1744-6570.2010.01199.x.

48.

Duncan, C., Loretto, W.: Never the Right Age? Gender and Age-Based Discrimination in Employment. Gender, Work and Organization. 11, 95–115 (2004). https://doi.org/10.1111/j.1468-0432.2004.00222.x.

49.

Loretto, W., Vickerstaff, S.: Gender, age and flexible working in later life. Work, Employment & Society. 29, 233–249 (2015). https://doi.org/10.1177/0950017014545267.

50.

Barnes, C.: Disability, work, and welfare: challenging the social exclusion of disabled people. Work, Employment & Society. 19, 527–545 (2005). https://doi.org/10.1177/0950017005055669.

51.

Fevre, R., Robinson, A., Lewis, D., Jones, T.: The ill-treatment of employees with disabilities in British workplaces. Work, Employment & Society. 27, 288–307 (2013). https://doi.org/10.1177/0950017012460311.

52.

Fujimoto, Y., Rentschler, R., Le, H., Edwards, D., Härtel, C.E.J.: Lessons Learned from Community Organizations: Inclusion of People with Disabilities and Others. British Journal of Management. 25, 518–537 (2014). https://doi.org/10.1111/1467-8551.12034.

53.

Hoque, K., Bacon, N., Parr, D.: Employer disability practice in Britain: assessing the impact of the Positive About Disabled People 'Two Ticks' symbol. Work, Employment & Society. 28, 430–451 (2014). https://doi.org/10.1177/0950017012472757.

54.

Wilson, E.: Inclusion, exclusion and ambiguity – The role of organisational culture. Personnel Review. 29, 274–303 (2000). https://doi.org/10.1108/00483480010324652.

55.

Advisory, Conciliation and Arbitration Service (ACAS),

http://www.acas.org.uk/index.aspx?articleid=1461.

56.

Equality and Human Rights Commission | Creating a fairer Britain, http://www.equalityhumanrights.com/.

57.

Office for National Statistics (ONS) Labour Market Statistics, http://ons.gov.uk/ons/taxonomy/index.html?nscl=Labour+Market.

58.

The Fawcett Society, http://www.fawcettsociety.org.uk.

59.

The Work Foundation | Home, http://www.theworkfoundation.com/.

60.

Trades Union Congress - Equality Issues, https://www.tuc.org.uk/equality-issues.