SAGE journal articles

# Chapter 11: HRM, equality and diversity

Why Investing in Diversity Management Matters: Organizational Attraction and Person-Organization Fit

This article explores the relationship between corporate investment in diversity management and organizational attraction and person-organization fit, finding evidence for a positive impact on both positive outcomes.

<https://journals.sagepub.com/stoken/rbtfl/73RLFFXTM85PP9S9M03A/pdf/10.1177/1096348016654973>

Diversity strategies and business logic: Why do companies employ ethnic minorities?

This article presents a typology of diversity strategies adopted by firms depending on the kind of critical resources that minority ethnic employees provide to an organisation.

<http://journals.sagepub.com/stoken/rbtfl/TZKg2mPDs6ZZ4beGnvve/pdf/10.1177/1059601113497094>

Diversity Branding Strategy: Concealing Implicit Stereotypes and Biased Behaviors

This article covers many of the issues associated with managing diversity addressed in this chapter. In discussing the problems associated with adopting diversity as an organizational branding strategy and stresses the importance of ensuring that any such strategy is underpinned by both recognition of the value of people themselves and not only their value to the organization.

<https://journals.sagepub.com/stoken/rbtfl/H2M5A0B4TCLX3KYIJTV2UQ/pdf/10.1177/1523422318778006>

Diversity and it is not so diverse literature: An international perspective

This extensive literature review covers many of the issues raised in the discussion of diversity management earlier in this chapter but with a specific focus on identifying the limitations of both research and practice in the field that fail to reflect cross-cultural differences.

<http://journals.sagepub.com/stoken/rbtfl/bPyVibSPrvR2jhyNgm7m/pdf/10.1177/1470595811398798>