



# Managing the Organizational Melting Pot: Dilemmas of Workplace Diversity

*Pushkala Prasad, Albert J Mills, Michael Elmes, Anshuman Prasad*

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Some of the more troublesome and disturbing aspects of workplace diversity are illuminated in this volume - individual and institutional resistance, the effectiveness of diversity change efforts and the less visible ways in which exclusion and discrimination continue to be practised in the workplace.

To help the reader understand some of these dilemmas, the contributors adopt a number of theoretical frameworks which are striking departures from traditional perspectives on diversity. These include: intergroup relations theory; critical theory; Jungian psychology; feminism; post- colonial theory; cultural history; postmodernism; realism; institutional theory; and class analysis. In addition, they examine different organizatio



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