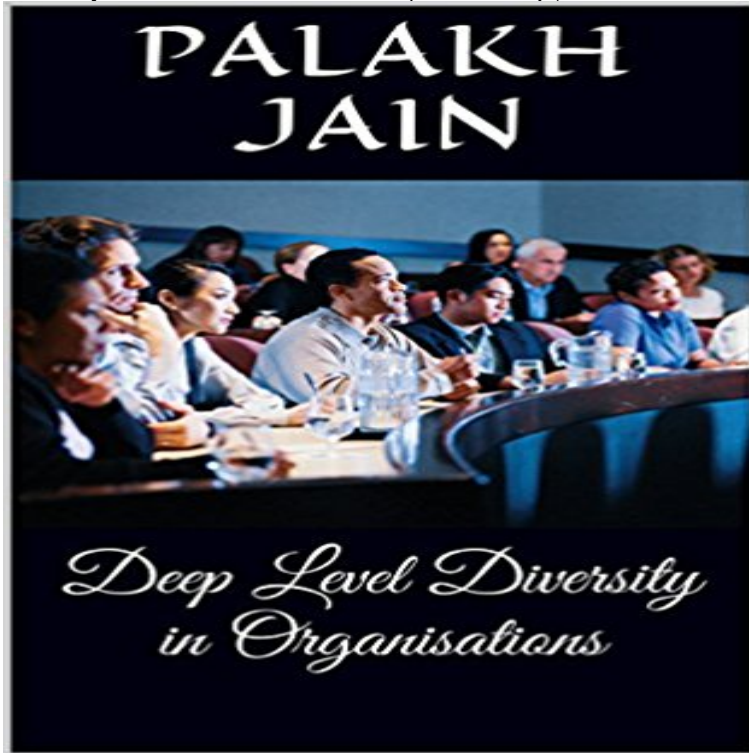


Deep Level Diversity in Organisations



This book explores the field of deep-level diversity in organizations based on literature review. Although surface-level diversity has received considerably more attention in both academic and non-academic circles, the importance of deep-level diversity is beginning to be explored. The book documents that organizations should be less concerned about the surface-level -race, gender, and age-diversity and focus more on factors relating to deep-level differences in personality traits, values, and attitudes. The book is divided into five sections. The first section contains the introduction. The next section focuses on defining diversity and deep-level diversity. The third section pertains to the literature review in the field of deep-level diversity in organizations. It is further divided in four sub-sections: importance of deep-level diversity, relation between surface-level and deep-level diversity, various approaches and hypothesis underlying the research in the field of deep-level diversity. The fourth section explores the research conducted in Indian context followed by a section on practical implications. Finally, the last section concludes the book with a mention of scope for future research.

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