(IMID): A Theory of Diversity Effects in Organizations

Diversity

Social group identity profile

X

Type 1 Impact

Diversity Climate

e.g.

- Stereotyping
- Ethnocentrism
- Inter-group conflict
- Cultural differences
- Mode of acculturation
- Power dynamics
- Human resource systems

Individual Career Outcomes

e.g.

- Job satisfaction
- Job performance
- Compensation
- Job Mobility

Organizational Effectiveness

e.g.

- Employee Turnover
- Productivity
- Work quality
- Recruiting success
- Creativity
- Problem solving
- Team communications
- Market share/ROI

Type 2 Effects

Type of Task Industry