

Your Topic:

Discuss how HR managers can indirectly discriminate minorities with the focus on race, gender, and social status.

Human – this is the smallest entity within a typical business company as well as a huge concern. To fail humans' relations within any company it means to waste individual's skills, and do not achieve an aim at the end. Among the lot of responsibilities of HR manager in a company is to be able to "screen" the company's staff cleverly in order to make the staff works coherently and effectively.

It is very often when a highly skilled employee is not able to perform her (his) qualities, or even may harm a project, if her (his) uniqueness were not considered once.

As part of development a solution on this issue, further in a text are proposed recommendations how HR managers can indirectly discriminate minorities with the focus on race, gender, and social status.

First step is to identify the minorities, and it begins from initial interview. Well-prepared questionnaire (with avoided direct questions where it is not necessary) helps to draft the minorities' "picture" within a company.

Second is to "test" the minorities. It is important to learn how the minorities feel themselves as a "minority". Various technics can be used here: organize a soccer play watching for the staff were you have just couple of females, or yacht tour for the group with widower on the board. It should not be the rough "test", but something what gives understanding how the minorities are "out of the rest team", and what shows how the minorities are flexible to "infiltrate" to the team.

After the above steps done it is a time to develop behavior to the minorities. It can be developed different shifts based on gender or based on traditional values (holidays, key dates, etc.); or layout in an office; or uniform (to make everyone looks equal), etc. Perhaps it is need to develop nothing, in case the minorities "diapered" in the team. Nevertheless, all efforts later have to keep all employees (including the minorities) in a maximum performance.