Harnessing Diversity for Resilience: The Role of Inclusive HR Strategies in Building Strong Organizational Cultures

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ABSTRACT

Purpose: To achieve a clearer understanding of the link between diversity and organizational resilience response, this study will focus on how firms can become resilient through appropriate inclusive HRM practices. Such a statement supports diversity and inclusion as interviewing imperatives to develop an organizational culture that fits the modern competitive and volatile global environment effectively.

Design/methodology/approach: The paper looks at the benefits of diversity-influenced SHRM practices by exploring diverse staffing, training, and appraisal techniques through case studies and literature reviews. With regards to the topic, it considers ways in which general inclusive human resource management practice fosters psychological safety, supports organizational employee engagement power, and overall organizational resilience.

Findings: The performance of the employees is enhanced, and a culture of psychological safety is created by offering the workers management support policies during periods of transition and crises. Due to reasonable diversity cases, an organization may come across; firms with factors of diversity and inclusion can adapt, innovate, and redress thus leading to sustainable existence and enhanced competitive advantage.

Practical implications: This ease makes this study beneficial to corporate and HR leaders who want to implement the desired resilience-enhancing diversity and inclusion strategies. It is possible that organizations develop a more flexible pool of employees willing and capable of handling pressure conditions and sustaining relevant competitive advantages when providing priorities to the various forms of hiring and inclusiveness.

Originality value: Therefore, the research contributes to the existing understanding of organizational resilience recognizing the importance of HR inclusiveness and diversity. It offers a unique perspective on an organization's need for diversity management for corporate power and the global competitive market and adjustment.

Keywords: *Diversity, Organizational resilience, Inclusion, Culture, Psychological safety.*