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Fostering Inclusion: Effective Diversity Management to Reduce Workplace Conflicts in

Multinational Companies

Abstract: In the ever-changing world of multinational companies, conflicts among employees can arise due to their diverse cultural, linguistic, and social backgrounds. These conflicts can negatively impact performance, employee satisfaction, and overall productivity within the organization. This proposal aims to investigate how diversity management strategies can help mitigate interpersonal conflicts in multinational companies,and how key organizational actors perceive the impact of diversity management practices.Leadership plays a pivotal role in reinforcing diversity management strategies.The scope of the study focus on either one industry across multiple regions or studying multiple industries within a single region.It will explore the effectiveness of approaches such as inclusive leadership,cultural competency training, and equitable policy implementation.

The research will use a mixed-methods approach, combining qualitative case studies and quantitative surveys, to identify best practices and develop a comprehensive framework for managing diversity effectively. Quantitative methods involve collecting primary data on interpersonal conflicts and diversity management practices. Comparative analysis data across different MNCs to identify best practices and areas for improvement. To present and analyze empirical data related to interpersonal conflicts in MNCs. Statistical software is used to analyze survey and questionnaire data.Qualitative methods include conducting semi-structured interviews with employees, managers in MNCs. To discuss with employees about their experiences and opinions on diversity management practices in the surveys.

The results will contribute to the existing literature on organizational behavior and provide practical insights for HR professionals and managers to create a harmonious and inclusive work environment.To contribute culturally tailored diversity management practices and developing toolkits or a more universal framework. The ultimate goal is to promote collaboration and innovation by harnessing the diverse talents and perspectives of multinational team.When managed properly, diversity workforce becomes a competitive advantage,driving innovation, employee engagement, and overall organizational success.

Keywords: Interpersonal Conflicts, Diversity Management