

Contents

List of contributors — IX

Editor biographies — XIII

Marco Valeri and Charbel Salloum

Introduction — 1

Managing diversity in organization

Irina Valerie Gewinner

Chapter 1

(How) do professors advance diversity in research organizations? A literature review — 13

Roy Matta, Stéphane Thion, Hajer Jarrar, Layal Bou Antoun

Chapter 2

How does digital transformation foster inclusive research environments in business schools? — 27

Anatol Melega, Veronica Grosu

Chapter 3

Employment of people from vulnerable groups in the labor market — 45

Bapon Chandra Kuri, Ayan Banik, MD Mogammel Biswas, Marco Valeri

Chapter 4

Establishing a modern statement of D&I in the organization by incorporating the Gen Z population — 59

Laura G. Duarte Cáceres, Lucio Jesús Uc Heredia, Ligia Maria Rio Herrera

Chapter 5

Labor inclusion of people with a disability condition: Gender perspective — 77

Adam Samborski, Iwona Samborska

Chapter 6

People with disabilities in the work environment – the problem of inclusion — 87

Effective management of diversity in organizations

Sandra Mattsson, Fredrik Trella, Pia Ulvenblad, Martin Kurdve

Chapter 7

What if operators are not skilled? How to embrace participation and digital technology in manufacturing — 103

Catarina Carvalho Serra, Bruno Sousa, Dália Liberato

Chapter 8

Social marketing and integration of refugees: An approach to the municipalities in Portuguese context — 127

Otilia Cramariuc, Carmen Eugenia Nastase

Chapter 9

Entrepreneurial team diversity in academic spin-offs: A key performance aspect — 147

Mary Viterouli, Dimitrios Belias, Athanasios Koustelios, Nikolaos Tsigilis

Chapter 10

Optimizing organizational performance through inclusive HRM practices: Fostering diversity, learning, and collaboration for a multigenerational workforce — 165

Jeetesh Kumar, Janitha Kularajasingam

Chapter 11

Embracing digital transformation to foster inclusive and equitable work environments — 187

Bình Nghiệm-Phú

Chapter 12

Workplace hospitality and friendliness for sensory-disabled employees: A review of technological developments' contribution — 203

Aslı Sultan EREN, Seda ÇİÇEKLİ AYYILDIZ, Ferzan AKTAŞ

Chapter 13

Contribution of gastro-guides to glocal gastronomic culture diversity strategies: A conceptual evaluation for Turkey — 217

Manisha Paliwal, Omkar Jagdish Bapat

Chapter 14

Exploring diversity and inclusion practices in Indian manufacturing organizations: A case study — 231

Mariana Cernicova-Buca, Adina Palea

Chapter 15

Culture as driver of interdisciplinarity and inclusion. The case of Politehnica University Timisoara — 245

List of figures — 259

List of tables — 261