

Employee Relations in Culturally Diverse Workplaces: A Strategic HR Perspective

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Abstract: *This study investigates the intricacies of workforce relationships in culturally diverse organizations, highlighting the crucial function of Human Resources (HR) in creating an environment that is both welcoming and cohesive. By analysing secondary sources including academic publications, industry analyses, and practical examples, the research identifies primary obstacles and assesses successful HR tactics that boost employee contentment, reduce turnover, and enhance organizational efficiency. The results underscore the significance of intercultural education, all-encompassing policies, and culturally adept management in handling diversity. This investigation offers practical guidance for HR experts seeking to address the challenges of cultural diversity and sustain positive workforce relationships in an increasingly global business environment.*

Keywords: Employee Relations, Cultural Diversity, Globalization, Cross Cultural Communication, HR Strategies