

DIVERSITY MANAGEMENT PRACTICES IN THE ACADEMIC LIBRARIES IN THE AGE OF GLOBALIZATION

FAGBE, Abimbola O., FAGBE, Tubosun & FOLORUNSO-AKO, Ayorinde O.

ABSTRACT

The issue of diversity management practices is very important in modern academic libraries because of the possibility of having diverse workforce. Globalization has also made it very possible for different people from different countries to come together in the academic libraries with their expertise to provide cutting edge services to its patrons for the sustenance of the University system and business opportunities. In order to achieve the benefits of diversity, the management of workforce diversity is therefore very crucial to the success of any academic library that is determined to remain successful and have competitive advantage against its counterpart. Diversity management practices may be identified through social characteristics of today's workforce demographic behaviors. There are three basic categories of diversity management practices which are: demographic diversity, organizational diversity, socio-cognitive diversity. Therefore, this paper will be looking at the workforce demographic aspect of diversity management in organization through the eye of the academic libraries. Thus, it is against this backdrop that this paper will discuss the topic diversity management practices in the academic libraries in the age of globalization. The paper will further highlight the concept of globalization, concept of diversity, concept of diversity management, diversity management practices in the age of globalization, diversity management practices in the academic libraries, advantages and disadvantages of diversity management practices in the academic libraries, and finally the way forward for the adoption of positive diversity management practices in the academic libraries for the growth and sustenance of academic libraries in by Heads of libraries as leaders and managers for the growth and sustenance of any academic library will be proffered.

keywords: Globalization, Diversity, Diversity Management, Diversity Management Practices.