Contents

An	Introduction to Diversity in Organizations	
	MARTIN M. CHEMERS, MARK A. COSTANZO, and STUART OSKAMP	1
DA	RT I: Individual Reactions to Diversity	
IA		
1.	A Theoretical Framework for the Study of Diversity HARRY C. TRIANDIS	11
2.	Cultural Identity and Diversity in Organizations: Bridging the Gap Between Group Differences and Individual Uniqueness	
	BERNARDO M. FERDMAN	37
3.	An Analysis of Work Specialization and Organization Level as Dimensions of Workforce Diversity	
	TAYLOR H. COX, JR. and JOYCELYN A. FINLEY	62
PA	RT II: Diversity Effects on Groups and Teams	
4.	Diversity, Power, and Mentorship in Organizations: A Cultural, Structural, and Behavioral Perspective	
	BELLE ROSE RAGINS	91
5.	Diversity in Decision-Making Teams: All Differences Are Not Created Equal	
	VALERIE I. SESSA and SUSAN E. JACKSON	133

6.	Leadership and Diversity in Groups and Organizations	
	MARTIN M. CHEMERS and SUSAN E. MURPHY	157
PA	ART III: Organizational Perspectives on Diversity	
	Diversity in Organizations: Lessons From Demography Research	
	ANNE S. TSUI, TERRI D. EGAN, and KATHERINE R. XIN	191
8.	Organizational Implications of Diversity in Higher Education DARYL G. SMITH	
9.	A Diversity Framework R. ROOSEVELT THOMAS, JR.	220
Au	thor Index	245
Subject Index		264
About the Contributors		274
AUC	out the Contributors	278