

Proposed Title

Diversity in Saudi Arabia and the Challenges Faced by Diversity Managements to Maximize Its Benefits in the Saudi Private Organizations

Thesis statement

My research idea involves discussing and analyzing the issue of workplace diversity in Saudi Arabia, especially in private sector organizations. Saudi Arabia is a developing country with promising economic potential. Under the Saudi Vision 2030 and the national and economic transformation plans adopted by the Saudi government, all segments of Saudi society must be given the opportunity to participate economically in achieving the desired transformation. My research aims to explore the nature and dimensions of diversity in Saudi Arabia as well as the current real status of diversity in the workplace for private sector organizations. In this study I will analyze the demographic characteristics of the population in Saudi Arabia to explore its basic dimensions of diversity. I will also review the characteristics, benefits and paradigms of diversity in the workplace as well as the role and significance of diversity managements in business organizations. I will also discuss the challenges faced by the diversity managements in Saudi private sector organizations to maximize the benefits of diversity in the workplace as well as the organizational policies that in one way or another affect the promotion of diversity in the workplace.

My research will adopt a quantitative research method with a diversity of data sources and research tools in collecting data. For the primary sources of data, the study will be based on the official reports issued by the General Authority for Statistics in Saudi Arabia, the Ministry of Civil Service, the Public Authority for Social Insurance and the Saudi National Information Center regarding the demographic characteristics of the population in Saudi Arabia and the nature of the current Saudi labor market. The study will conduct a semi-structured questionnaire on a sample of managers and directors to explore the nature of the current diversity status in the Saudi private sector, in addition to the discrimination practices that may affect the promotion of the desired diversity. The Social Science Statistical Package (SPSS) will be used to analyze the quantitative data that will be collected.