

# **The Impact of Workforce Diversity in the Saudi Banking Sector**

A Research Study

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## Introduction

Workforce diversity has become a critical factor in modern organizational success, particularly within the Saudi banking sector, which is experiencing significant growth and transformation. Diversity enhances organizational performance, fosters innovation, and broadens the knowledge base within institutions.

## Research Problem

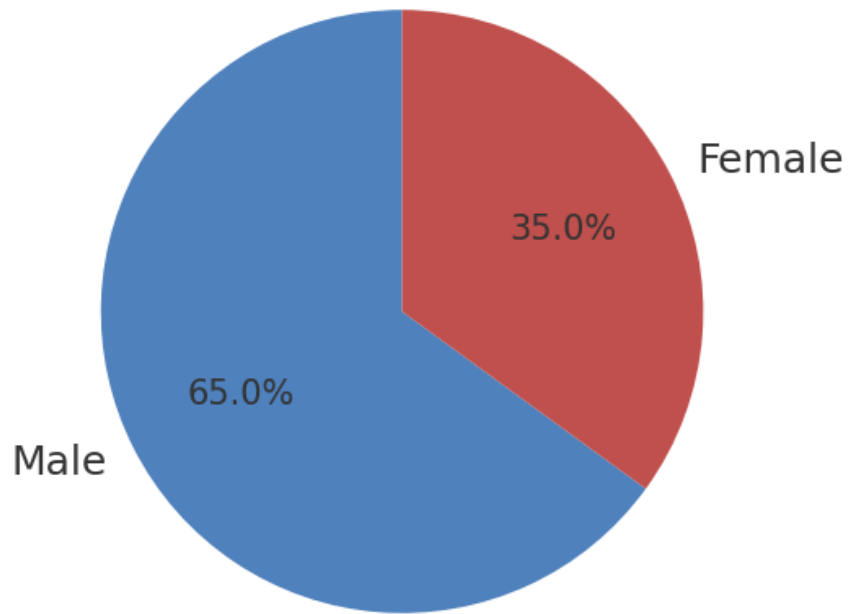
The research problem can be expressed through the following detailed points:

- Despite the Saudi government's initiatives, workforce diversity remains uneven across banking institutions.
- Gender disparity continues to be evident, with a lower proportion of women in leadership and decision-making roles.
- Limited integration of expatriates and diverse nationalities has restricted cross-cultural collaboration.
- Organizational cultures in traditional banking environments often resist rapid diversity reforms.
- There is a lack of empirical research linking workforce diversity with organizational performance in the Saudi context.
- Understanding employees' perceptions of diversity policies and practices remains insufficiently explored.

## Research Significance

This research is significant because it highlights the impact of workforce diversity on the performance of the Saudi banking sector. Understanding the relationship between diversity and productivity can support better strategic decision-making in human resource management.

## Workforce Distribution by Gender



## Employee Distribution Across Departments



## References

- Ministry of Human Resources and Social Development (2023). Workforce Diversity Report in Saudi Arabia.
- Saudi Central Bank (2024). Recent Developments in the Banking Sector.
- Alharbi, M. (2022). Workforce Diversity and Organizational Performance in Saudi Arabia. Journal of Business Studies.