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Type of contribution: Presentation

Title: **Perceive it or forget about it – The difference between objective and subjective diversity**

Abstract:

The presentation will provide an overview of different assumptions on how to measure diversity in organizational research.

Hereby, diversity is understood as an individual, group and organizational level phenomenon. The operationalization of diversity will be discussed in light of objective and subjective diversity and their related measurement methods and instruments.

In terms of lessons learned, I will present results from group research highlighting the need to perceive diversity to have an effect on group effectiveness as well as for individual characteristics that influence the perception of diversity.

Finally, implications will be discussed for research design and methodology.

Keywords: Diversity, Measurement, Group Diversity, Perceived Diversity