# Article information:

(PDF) Exploring the correlation between diversity and financial performance: an empirical study
<https://www.researchgate.net/publication/357496494_Exploring_the_correlation_between_diversity_and_financial_performance_an_empirical_study>

# Article summary:

1. This study examines the correlation between diversity-related values and financial performance of publicly traded companies listed on the New York Stock Exchange.

2. The findings reveal that the diversity value dimension is positively correlated with companies’ financial performance.

3. No significant differences were found between the commitment to diversity value dimension and the three sectors.

# Article rating:

May be slightly imbalanced: The article presents the information in a generally reliable way, but there are minor points of consideration that could be explored further or claims that are not fully backed by appropriate evidence. Some perspectives may also be omitted, and you are encouraged to use the research topics section to explore the topic further.

# Article analysis:

The article "Exploring the correlation between diversity and financial performance: an empirical study" by Beraki et al. examines the relationship between diversity-related values and financial performance of publicly traded companies listed on the New York Stock Exchange. The study finds a positive correlation between the diversity value dimension and companies' financial performance, with no significant differences found between the commitment to diversity value dimension and the three sectors.

Overall, the article provides a comprehensive literature review on workforce diversity issues and its impact on organisational success. However, there are some potential biases in the study that need to be considered. Firstly, the sample size is limited to publicly traded companies listed on the New York Stock Exchange, which may not be representative of all types of organisations. Secondly, the study only focuses on two dimensions of diversity (primary and secondary), which may not capture all aspects of workforce diversity.

Additionally, while the study finds a positive correlation between diversity-related values and financial performance, it does not explore potential counterarguments or alternative explanations for this relationship. For example, it is possible that companies with higher financial performance are more likely to invest in diversity-related values rather than vice versa.

Furthermore, there is little discussion about potential risks or challenges associated with managing workforce diversity effectively. For instance, some studies have found that poorly managed diversity initiatives can lead to increased conflict and decreased productivity among employees.

In terms of promotional content or partiality, there is no evidence of any bias towards promoting a particular viewpoint or agenda in this article. However, it is important to note that studies examining the relationship between workforce diversity and financial performance have been subject to debate within academic circles.

In conclusion, while this article provides valuable insights into the relationship between workforce diversity-related values and financial performance of publicly traded companies listed on the New York Stock Exchange, there are limitations in terms of sample size and scope that need to be considered. Additionally, further research is needed to explore potential counterarguments or alternative explanations for this relationship, as well as potential risks or challenges associated with managing workforce diversity effectively.

# Topics for further research:

* Challenges of managing workforce diversity effectively
* Alternative explanations for the relationship between diversity and financial performance
* Risks associated with poorly managed diversity initiatives
* Impact of diversity on employee conflict and productivity
* Diversity dimensions beyond primary and secondary
* Diversity initiatives in non-publicly traded companies

# Report location:

<https://www.fullpicture.app/item/276046bb5823ff1a9d138d84498177e7>