

With increasing globalization and migration the workplace is becoming more and more culturally diverse. Although cultural diversity is found worldwide, handling of diversity as a corporate social responsibility (CSR) varies depending on national as well as organizational contexts. This article presents cross-national research linking macro level and meso level of analysis to identify national and organizational factors influencing an organization's implementation of action programs for ethnic minorities. Utilizing techniques of multilevel modelling with 1,865 organizations from 10 countries, the study analyses the influence of normative and economic reasons as well as managerial discretion to act socially responsible. The patterns of influencing factors identified suggest that the main reasons are neither economic nor normative ones. The factors go beyond and represent rather social reasons. This article gives an overview of relevant predictors that increase the likelihood of action programs in organizations. Societal decision makers can find the direct relevance of political decisions and public perceptions on actions taken that address issues of interethnic group relations in organizations.

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