

# MULTICULTURAL ORGANIZATIONS: POSITIVE IMPACTS ON HEALTH AND SOCIAL RESPONSIBILITY

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**Abstract:** This paper aims to contribute to the understanding of the positive effects of multicultural organizations to social responsibility and health. It discusses concepts such as multiculturalism, organizational health and social responsibility, claiming that those allow for the challenge of one-sidedness, and for the respect for cultural diversity, challenging prejudices and stereotypes of all sorts. It then analyses a case study that illustrates the cost of a toxic, monocultural workplace environment where bullying has been condoned by leaders that were not adequately prepared to deal with that. An alternative scenario with more multiculturally competent, trustworthy, and reliable leaders is discussed, providing insights concerning the relevance of understanding health and social responsibility in a broader, multicultural framework. The study argues for the inclusion of such relevant issues in the curriculum of universities, so as to prepare future professionals more attuned to inclusionary, social responsible and healthy perspectives.

**Key words:** multicultural organizations; social responsibility; health; leadership

## ORGANIZACIJE Z MNOGO KULTURAMI: POZITIVEN VPLIV NA ZDRAVJE IN DRUŽBENO ODGOVORNOST

**Povzetek:** S prispevkom poskušava prispevati k razumevanju pozitivnih vplivov organizacij, ki imajo mnogo kultur, na družbeno odgovornost in zdravje. Razpravlja o konceptih, kot so mnogo-kulturnost, zdravje in družbena odgovornost organizacij, in trdi, da le-ti omogočajo preiganje enostranskosti, predsodkov in stereotipov vseh vrst in podpirajo kulturno raznolikost. Potem analizira primer, ki ponazarja, koliko stane zastrupljeno, eno-kulturno delovno okolje, v katerem vodje odobravajo slab odnos do zaposlenih, ker niso ustrezno usposobljeni, da bi se spoprijeli z njim. Razpravlja o alternativnem scenariju, ki vsebuje vodje, usposobljene za mnogo-kulturnost, vredne zaupanja in zanesljive, in daje vpogled v pomembnost, da razumemo zdravje in družbeno odgovornost v širšem, mnogo-kulturnem okviru. Študija kaže, da moramo zajeti tako pomembne tematike v učne načrte univerz, zato da bi pripravili bodoče strokovnjake, da bi bolj upoštevali vidike vključevanja, družbene odgovornosti in zdravja.

**Ključne besede:** mnogo-kulturne organizacije, družbena odgovornost, zdravje, vodenje