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Diversity of Nationalities Affecting the Management System of an Organization – A Case Study of  
Schlumberger

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This project analyses how Nationality and Gender diversity in an organization affects the management system. The company we picked for this project is Schlumberger. To begin with the project the researcher went in to the company background of Schlumberger to see how it all started back in 1926 and how the company grew over the years. Then we went in to the problem area to see the challenges faced by the company. Since Schlumberger is a multinational company and operates on a global level, diversity would have to be a main challenge. Therefore the rationale of the study was to give an overview of the framework of the management structure in Schlumberger and to see effects of workforce diversity on the management system of Schlumberger which is what the problem statements states. Authors such as Thomas 1992, Cox 1993, Toh 1993, Smith 1994, Hickins 1998, Paulsen 1991 and Boyett 1988 were studied to see what the above say about workforce diversity and its challenges and management. Then we went to see what is it that makes them who they are. First we discussed the values of the company which are people, technology and profits. They recruit where they work, promote diversity. We also talked about the evolution of diversity which happens in four steps being inception, momentum, proliferate and payback. And lastly we talked about the Schlumberger management system which consists of commitment, leadership and accountability, Policies and Objectives, Organization and Resources, Contractor and Supplier Management, Risk Management, Business Processes, Performance Monitoring and Improvement, Audits and Reviews. To conclude, values, principles and the management system were studied in the light of diversity of nationality, gender, culture and thought.

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