

# Organizational policies and attitudes

Luljeta Bexheti

# Introduction

This research study includes the role of organizational policy of companies in forming attitudes towards other workers with different ethnicity.

In our study organizational politics means the way of presenting the company as the multiethnic company in front of the auditorium.

# Introduction

The way of managing the organizational policy in every company is important commitment where is preferably persons who manage this task to be well prepared to practice equal policy in order their employees to have positive attitudes amongst each other.

# Methodology

The main technique used for the collection of this information is a questionnaire designed to measure precisely these factors.

In this study have been used a number of statistical methods, as Pierson correlation, T-test etc.

# Results

1. Presentation of the results of organizational policy and attitude towards other ethnicities

*H: There is a relationship between organizational policy and attitudes of workers towards people with other ethnic affiliation.*

# Results

The primary purpose and important in this research was the confirmation of the claim that there is a relationship between organizational policy and attitude of employees towards other ethnicities.

What is the possibility of this correlation, it is shown on Table 1.

# Results

	MPQPOL	MPQETN
MPQPOL Correlation of Pierson Sig. (2-side) N	1  150	,519**  150 ,000
MPQETN Correlation of Pierson Sig. (2-side) N	,519**  150 ,000	1  150
** Correlation is available on the degree of freedom 0,01 (2 - side)		

# Results

From the results of correlation of Pierson in Table 1, we see that the value of ( $r = 0.519$   $p < 0.01$ ) is statistically significant, from where we can conclude that the above statement is justified.

As we have noted above that there is a relationship between organizational policy and attitudes towards other ethnicities, from its coefficient value we can understand that this correlation is positive.



# Implications for policy/Practice

Sample of subjects participating in this research consists of several companies that workers have expanded business structure and multi-ethnic composition it in the city of Tetovo.

# Implications for policy/Practice

Testing was conducted in the period of April 2012 with sample of 150 subjects.

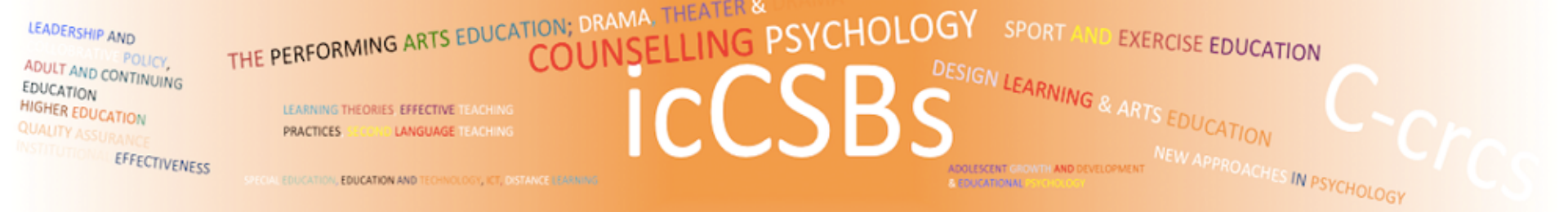
Population of choice for research are only the working class, which exclude the participation of managers, supervisors, owners.

# Conclusion

Regarding the data obtained, it was concluded connection between corporate organizational policy and workers' attitudes towards other ethnicities.

# Conclusion

We can conclude that if the companies organizational policy reach to support and implement forms of cultural diversity, namely ethnicity, workers not only will have positive attitudes towards each another, but also high opinion for the organization.



# Organizational policies and attitudes

Luljeta Bexheti