

INCLUSION OF WORKERS WITH DISABILITIES IN DIVERSE ORGANIZATIONAL CONTEXTS: THEORETICAL BACKGROUND AND RESEARCH IDEAS

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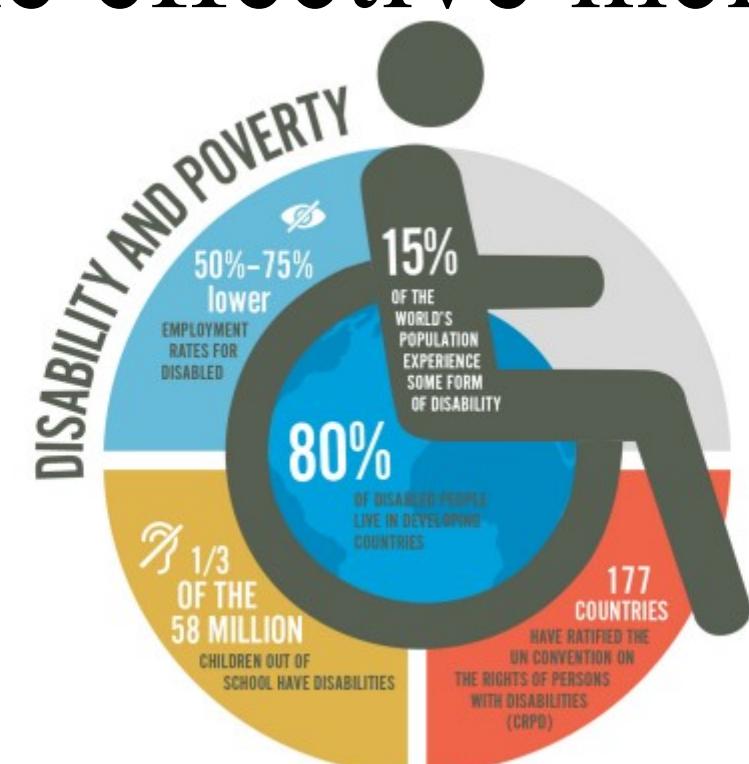
Problem

People with disabilities as the most potentially powerful group in the labor market, bring extrability advantages to organization.

However, there are many barriers, which draws back the effectiveness of cooperation in diverse organizations. **Cognitive biases** have been emphasized as one of the most formidable obstacle to achieving effective inclusion.

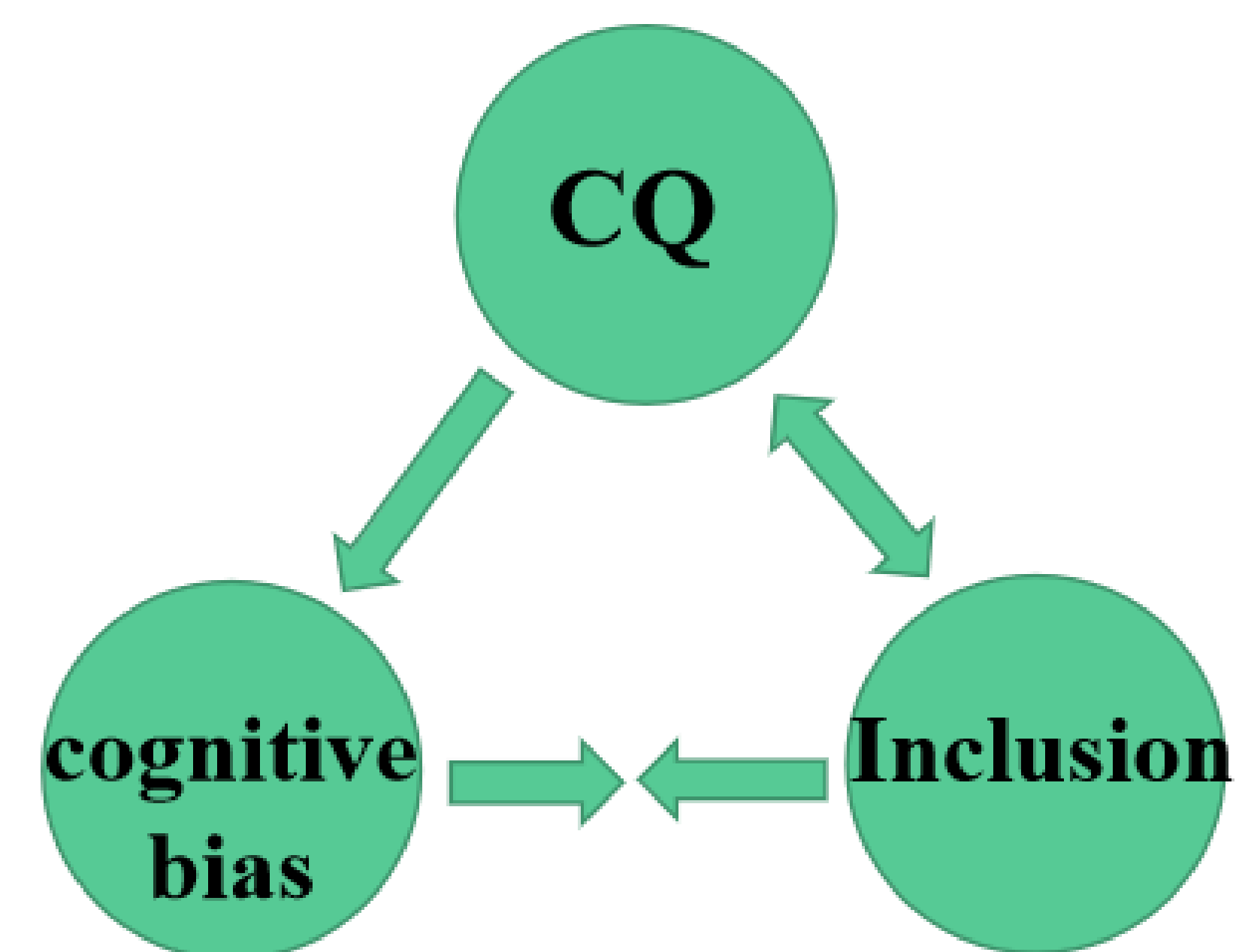
Cultural intelligence (CQ) refers to the capability to identify and appreciate cultural differences, to adapt and function successfully in culturally diverse contexts.

This study focuses on cultural Intelligence (CQ) as the mediator to alleviating cognitive biases and foster the effective inclusion.



Aims

This study aims to theoretically investigate the correlation among cultural intelligence, perceived inclusion and cognitive biases.



Secondly, it aims to propose the effective practice about inclusive interaction between people with disabilities and people without disabilities.

Method

. Desk research

This study selects target literature through key words from 2010 to 2020 in system of Scopus index.

Reviewed literature involves triangular research subjects among inclusion, organizational diversity, employment of people with disabilities, cognitive biases, cultural intelligence.

. Case study

Based on the game “ Extrability: New meanings through blindfolded” by “White cane”, Russia



Results

This study highlights the positive correlation between cultural intelligence and inclusive interaction theoretically and practically.

Moreover, it points out cultural intelligence as the method to mediate cognitive biases towards disable employees with perceived inclusion.

Conclusion

This study theoretically spotlights that cultural intelligence mediates the correlation between cognitive biases and effective inclusion of disable people in diverse organization.

It encourages the further empirical investigations into these relations and exploration of broad inclusive practice and training between people with and without disabilities.