

ABSTRACT

A Literature Review of Achieved Diversity In Organization: Asian Women's Career Opportunities in Tech Industry

Gabriella Lisa Danica

19 / 447741 / PEK / 25042

The world is currently changing at a rapid speed both technologically, economically, and politically. This change has led to increased interaction between people from different parts of the world. Although diversity has not been fully implemented in various parts, especially in American, the workforce community has dramatically benefited, which contains people from different races and ethnic groups. In Silicon Valley, where other technology companies are situated, Asian minorities dominate the workforce but rarely get leadership positions. This discrimination leads to the famous bamboo ceiling phenomenon that continues to haunt minority groups for decades now. Women, in particular, are also affected by the ceiling, and various studies that have been carried out have not unlocked strategies to end the bamboo ceiling. Thus, most organizations have opted for inclusivity strategies which are still less effective. The current paper reviews diversity and how the bamboo ceiling has affected opportunities by limiting Asian minority groups from holding leadership positions.

Keywords: Minority groups, Bamboo ceiling, Diversity, Inclusivity, glass ceiling.

ABSTRAK

Tinjauan Literatur Keragaman Dalam Organisasi: Peluang Karir Wanita Asia Di Industri Teknologi

Gabriella Lisa Danica

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Terdapat perubahan yang sangat pesat dalam bidang teknologi, ekonomi dan politik saat ini. Perubahan ini berdampak pada meningkatnya interaksi manusia dari seluruh penjuru dunia. Walaupun keberagaman belum diimplementasikan sepenuhnya, terlebih di America, komunitas ketenagakerjaan mendapat manfaat secara drastis, yang berisikan tenaga kerja dari berbagai grup ras dan etnis. Di Silicon Valley, pusat perusahaan teknologi, ras minoritas asia mendominasi angkatan kerja tetapi jarang mendapatkan posisi kepemimpinan. Diskriminasi ini mengarahkan kita pada fenomena *bamboo ceiling*, yang telah menghantui kelompok minoritas Asia selama beberapa dekade. Perempuan, khususnya, juga terpengaruh dengan fenomena yang serupa. Berbagai penelitian yang telah dilakukan tak juga memberikan jalan keluar untuk mengakhiri *bamboo ceiling*. Yang menyebabkan sebagian besar organisasi memiliki strategi inklusivitas yang masih kurang efektif. Penelitian ini akan mengulas keragaman dan bagaimana *bamboo ceiling* mempengaruhi peluang kelompok minoritas asia dari posisi kepemimpinan.

Kata kunci: Kelompok minoritas, *Bamboo ceiling*, Keberagaman, Inklusivitas, *Glass ceiling*.