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DIVERSITY MANAGEMENT AS A STRATEGY FOR HUMAN RESOURCES GOVERNING

The process of reforming Ukraine's human resources governing system is in a rather contradictory and incomplete state, so it is necessary to focus efforts on finding ways for its reasonable organization in the conditions of modern instability. Turning to international experience in diversity management, which is well represented in the human resources management system abroad, aims to create a level playing field for all employees, regardless of their individual abilities, competencies and differences and ensure their socialization within the culture of the organization.

Speaking of discrimination, it should be noted that it can manifest itself not only against minorities, but also against the majority. In the latter case, irreparable damage will be done to the corporate culture of the organization, which will inevitably lead to numerous conflicts between employees and individual social groups within the organization. The article analyzes the history, negative and positive aspects, risks and causes of diversity management.

The purpose of the article is to substantiate the feasibility of developing and implementing the principles of diversity management in order to strengthen the human resource management system in public administration.

When studying foreign scientific sources, it is noted that currently there are no common tools for implementing the concepts and strategies of diversity management in the public service system. The authors in their works consider the purpose of diversity management to create in the organization such conditions under which productive cooperation of representatives of various social groups that make up the staff of the organization is possible.

In modern conditions for our country, the issue of discrimination on certain criteria is quite acute. It is important to remember that our country has always been multinational and culturally rich, as has happened historically. Therefore, educating staff in the spirit of tolerance for cultural, religious, ethnic, age differences, as well as in the spirit of social justice, intolerance of all forms of discrimination and xenophobia should be our strategy in shaping the human resource management system.

Diversity can be seen as a characteristic of the organization's staff, which reflects both external features and internal subjective differences. Based on this, diversity management is part of the human resources management strategy.

Key words: *diversity management; heterogeneity; heterogeneous companies; positive discrimination; homogeneous companies; pluralistic organization; monolithic organization; multicultural organization.*