

Manuscript ID	Manuscript Title	Abstract	Author Names
ANZAM-2017-289	Measuring ethnic diversity: Australian managers perspective	Despite the importance of demographic diversity research, organisational research lacks a clear conceptual definition and measurement of ethnicity. Thus the purpose of the present study is to understand how managers perceive ethnicity among employees in Australia. To address the purpose of this study, semi-structured interviews were conducted with 28 managers in Australian hotels. Thematic analysis was used to analyse the data. Findings show that managers view ethnic diversity through nationality and ethnocultural factors. Based on the analysis, eight different classifications of ethnicity were identified in Australia. The present paper offers clear classifications for how ethnic diversity can be measured in an Australian context.	Manoharan, Ashokkumar; Gross, Michael