

personal outputs were utilized to predict lodging managers' involvement in diversity management training programs.

Regression analysis, analysis of variance, Pearson Product Correlation Coefficients, Spearman's Rank Correlation Coefficients, and Two Mean T-tests were used to analysis the 11 hypotheses generated by the two research questions. The analysis revealed that three personal inputs (age, educational level, and gender) had no relationships with the diversity management training involvement of lodging managers. While loyalty and seniority, also personal inputs did have relationships with the diversity management training involvement. Revealed also in the study were the relationships between involvement with diversity management training programs and employee personal outputs. Relationships were not found with job/career satisfaction, job involvement, and compensation. Opportunities for advancement were found to be correlated with a lodging managers' involvement in diversity management training programs. While, organizational identification received partial support for the relationship with diversity management training involvement.

The model tested in this study provides a means of evaluating the effectiveness and impacts of diversity management training programs on individuals. Forty-nine percent of all managers surveyed felt diversity management training programs were effective to very effective with regards to minority employees, while 50% felt that these same programs were effective to very effective with regards to non-minority employees. The findings also suggest that the involvement in diversity management training programs can increase the overall general satisfaction and organizational commitment of lodging managers.

DEDICATION

To

My foremothers, forefathers, sisters and brothers who were
not given the opportunity to experience higher education.

“I can do all things through Christ which strengtheneth me;”
Philippians 4:13

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