

This paper examines ways in which matter of interest for this paper is the issue of how collective labor-management communication, which has entails the functions of "exclusive powers of improving employees' working conditions" and suggesting "collective proposals that represent the workers," addresses the issue of worker diversity of workers.

Regarding the function "exclusive power in raising working conditions," diversity has a challenge from the aspect of organization into groups. That is, While addressing employee diversity with its "exclusive powers of improving employees' working conditions," collective labor-market communication could encounter a particular challenge, i.e., diverse minorities that do not share similar interests with the majority in a group cannot become members of the group could be casted out from the main group, or even if they were to become members of the main group, there is a possibility that they would not be able to cannot get along well with the majority mix well. Hence As a result, in such cases the exclusive power will become only partially little functional, thereby reducing its bargaining power as a whole leading to reduced bargaining power.

Even in regard to the function of "collective proposals that represent workers," diversity has a challenge from the aspect of unity of purpose. Further, the achievement of unity of purpose in a diverse work environment for formulating "collective proposals representing the employees" is a challenge. Specifically, because the possible difficulty in coordinating opinions is a consequence of diversity, i.e., the viewpoints of the diverse minorities would be undermined or ignored—a consequence of diversity is the possibility of difficulty in coordinating opinions, such as the opinions of the diverse minority not being taken on board or being buried. In addition, Perhaps the more diverse the workforce is was, the more important it becomes to have labor communication prior to labor-management communication talks because, and to having labor communication enables to establish an understanding of the respective backgrounds or circumstances as a preliminary step for the coordination of opinions in the first place.

Comment [Editor1]: Level 5

[Clarity and Readability]

[Language]

Sentence was rephrased and reworded for better flow and readability

Comment [Editor2]: Level 5

[Article] [Grammar]

Definite article was needed at this instance.

When this article is used, it means that we are referring to a specific or identified noun, so it will be clear to the listener or reader what exactly is being referred to.

Comment [Editor3]: Level 5

[Word and Phrase Choice]

[Language]

Improved the word choice for better readability

Comment [Editor4]: Level 5

[Tense] [Grammar]

Issue with the tense was rectified

Comment [Editor5]: Level 5

[Preposition] [Grammar]

Accurate preposition used for grammatical accuracy.