



Diversity Training Programme Impacts on Team Performance and Satisfaction in Dakar: A Policy Analysis

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Abstract

This study examines the impacts of a Diversity Training Programme on team performance and employee satisfaction in a workplace setting within Dakar, Senegal. A mixed-methods approach was employed, including pre- and post-training surveys for quantitative data collection and semi-structured interviews for qualitative insights. Data were analysed using statistical software to identify trends and patterns related to the training's outcomes. Findings suggest that participants reported a significant improvement in team cohesion (85% of respondents) and increased satisfaction with workplace diversity initiatives (72%). The Diversity Training Programme appears effective in fostering more inclusive work environments, although further longitudinal studies are recommended to validate these initial findings. Based on the study's outcomes, it is recommended that organizations implement regular diversity training and monitor its impact through ongoing surveys and feedback mechanisms. Diversity Training, Workplace Inclusion, Team Performance, Employee Satisfaction, Dakar

Keywords: *Diversity, Senegal, Workplace, Team Performance, Satisfaction, Cultural Competence, Qualitative Analysis*

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