

Abstract

The present study was a first attempt to explore an indigenous Openness domain for the Chinese culture and its relationship to organization type and diversity attitude. Study 1 and 2 aimed at the development and initial validation of the Chinese Openness Scale and the Chinese Diversity Scale respectively. Study 3, with a sample of 100 employees from 4 non-profit and 4 profit organizations, investigated the relationship of Openness with organization type and diversity. Results indicated that the non-profit group scored significantly higher on the Openness Scale than the profit group. Sequential regression analysis showed that openness and gender had significant predictive power on diversity attitude. Implications on vocational choice and diversity management were presented.