**ABSTRACT**

Work, religion and their interrelationship are a part of the foundations of human society. The purpose of this exploratory study was to investigate the religious diversity in big and small and medium sized enterprises operating in the most religiously diverse region in Poland. The main interest was how managers in these companies or their owners cope with diversity challenges in organizations. In order to analyze these aspects a research model has been proposed and used as a basis for the studies conducted in 32 enterprises operating in the Podlasie region.

This research is of critical significance because it is initiating the study of cultural diversity conceived as religiously conditioned values which could influence organizational behaviors. It provides an analysis and evaluation of how effectively companies under investigation manage cultural diversity within their workforce. Lessons from the research suggest that an extra effort should be made to help managers and business owners as organizations seek to take competitive advantage from religious diversity of the employees.