**ABSTRACT**

**Objective:** The aim of this article is to attempt to present theoretical considera­tions towards the concept of diversity management from the perspective of its location in the discipline of management and quality sciences. As the concept of diversity management lacks a strict demarcation between related disciplines, such as economics, psychology, sociology or even biology and cultural anthro­pology, it should be noted that the specification of paradigms is not closed, and further paradigms, micro-paradigms or mega-paradigms may emerge over time.

**Methodology:** the research method adopted in the article is literature analysis and inference.

**Findings:** The approach presented, which points to the permanent development of alternative paradigms and cognitive perspectives in the discipline of manage­ment and quality sciences, is a confirmation that these ‘sciences’ are not ‘im­pregnated’ against change and are de facto changing.

**Value Added:** Consideration of the issue of human capital diversity in organisations and its management has been carried out for many years in the literature, which is characterised by a diversity of definitions and perceptions. It is therefore worth presenting, a cross-cutting historical perspective on the phenomenon of human re­source diversity in organisations in the discipline of management and quality sciences.

**Recommendations:** Diversity management should be defined in the broadest pos­sible way, understanding it as the systematic efforts of an organisation to involve the diversity of its human resources in its activities and to treat it as a strategic advantage. Such a conclusion prejudges the need for further research in relation to the concept of diversity management.