

## **ABSTRACT**

*Most people with disabilities in Indonesia live in vulnerable conditions amidst an unsupportive economy and an environment that makes their situation worse. The role of the government and disability observer institutions is urgently needed to support unemployment alleviation programs. The biggest obstacle is that there are still many concerns about the performance and work safety of workers with disabilities so that there are not many jobs available for them. The conditions in the field for workers who are employed sometimes do not comply with the standards for their disabilities, ranging from accessibility, work support infrastructure and even careers for persons with disabilities. This study aims to analyze and investigate the experiences of persons with disabilities regarding career progression in the workplace, with the object of research being individuals with physical disabilities who work in private companies, state-owned enterprises or government agencies. The types of disabilities found by researchers as research respondents were blind, deaf and hard disabilities.*

*The results showed that the practice of diversity that occurs in companies requires an understanding that underlies not only written commitment but also needs to be manifested in every policy, organizational values and overall at every level of the organization. This is what requires continuous development. Accepting a disability as part of an organization's members means being ready with all the consequences and obeying and fulfilling the needs that can support the performance of a disability in the workplace. This includes providing equal opportunities for career opportunities between disabled and non-disabled workers. This is also a positive support received from outside the individual which becomes an individual motivation amplifier to show the best performance for the company.*

*Keywords: diversity management, organizational culture, motivation, disability manpower management*