



UNIVERSITY OF NICOSIA ΠΑΝΕΠΙΣΤΗΜΙΟ ΛΕΥΚΩΣΙΑΣ

University of Nicosia, Cyprus

Course Code MBA-746	Course Title Managing Diversity in Organizations	ECTS Credits 7.5
Department School of Business	Semester Fall, Spring, Summer	Prerequisites MBA-609
Type of Course Elective	Field Human Resources	Language of Instruction English
Level of Course 2 nd Cycle	Year of Study 2 nd	Lecturer(s) Dr Panayiotis Constanti
Mode of Delivery face-to-face	Work Placement N/A	Co-requisites None

Objectives of the Course:

The main objectives of the course are to:

- Adapt successfully to the demographic changes rapidly occurring in the workplace.
- Create individual awareness of the issues of diversity and how to cope with them effectively.
- Organize work based on an understanding of the impact of diversity in relation to group dynamics, values, motivation, conflict management, and communication styles.

Learning Outcomes:

After completion of the course students should be able to:

1. **Collect and analyze** data for the purpose of resolving issues directly related to diversity in organizations.
2. **Develop** skills and competencies of an intrapersonal and interpersonal nature so as better cope with the diverse work place.
3. **Analyze** the influence of their own background on behaviour and develop sensitivity to others.
4. **Critically evaluate** the nature and effects of preconceptions and prejudices and their own use of the two concepts.
5. **Confidently interact** with others in a number of organizational settings.

Course Content:

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| <ol style="list-style-type: none">1. Perspectives on diversity: investigate the variety of perspectives that exist around the issue of diversity2. Perspectives on Organizations and Diversity: investigate the complexities of organizations and the respective perspectives inherent within them3. Dimensions of diversity: the length and breadth of diversity4. Perspectives on experiencing diversity: learning from experience |
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Learning Activities and Teaching Methods:

Instructor presentations; video clips; case studies and discussions

Assessment Methods:

Test; exam; assignment.

Required Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Canas, K. A and Sondak, H.	Opportunities and Challenges of Workplace Diversity	Prentice-Hall	2008	9780131343061

Recommended Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Harvey, C. and Allard, M. J.	Understanding and Managing Diversity	Prentice-Hall	2002	0130292648