



## Course Syllabus

<b>Course Code</b>	<b>Course Title</b>	<b>ECTS Credits</b>
MBAN-746	Managing Diversity in Organizations	7.5
<b>Prerequisites</b>	<b>Department</b>	<b>Semester</b>
None	School of Business	Fall, Spring, Summer
<b>Type of Course</b>	<b>Field</b>	<b>Language of Instruction</b>
Elective	Human Resources	English
<b>Level of Course</b>	<b>Lecturer(s)</b>	<b>Year of Study</b>
2 <sup>nd</sup> Cycle	Dr. Nicos Kartakoullis	1 <sup>st</sup> or 2 <sup>nd</sup>
<b>Mode of Delivery</b>	<b>Work Placement</b>	<b>Corequisites</b>
Face to Face	N/A	None

### Course Objectives:

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 are expected to 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:**

1. **Perspectives on diversity:** investigate the variety of perspectives that exist around the issue of diversity
2. **Perspectives on Organizations and Diversity:** investigate the complexities of organizations and the respective perspectives inherent within them
3. **Dimensions of diversity:** the length and breadth of diversity
4. **Perspectives on experiencing diversity:** learning from experience

**Learning Activities and Teaching Methods:**

Instructor presentations; video clips; case studies and discussions

**Assessment Methods:**

Test; exam; assignment.

**Required Textbooks / Readings:**

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

**Recommended Textbooks / Readings:**

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