



Course Syllabus

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