



Course Syllabus

Course Code MBAN-779	Course Title Managing Diversity in Organizations	ECTS Credits 6
Prerequisites MBAN-610	Department School of Business	Semester Fall, Spring
Type of Course Concentration	Field Human Resources Management	Language of Instruction English
Level of Course 2 nd Cycle	Lecturer(s) STAFF	Year of Study 1 st or 2 nd
Mode of Delivery Face to Face	Work Placement N/A	Corequisites 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.

“Details on the contribution of the course’s learning outcomes towards the learning goals / competencies and learning objectives of the programme are included in the curriculum map of each programme”.

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, 3 rd edition	Canas, K. A and Sondak, H.	Prentice-Hall	2014	9780132953511

Recommended Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Understanding and Managing Diversity, 6 th edition	Harvey, C. and Allard, M. J	Prentice-Hall	2015	9780133548198