

Managing Diversity in the Workplace

Course Title	Managing Diversity in the Workplace		
Course Code	BUS415B	Course Type	Finance Specializations
Credit	3	Contact Hours	45
Prerequisites	None	Co-Requisites	None
Duration	15 weeks	Class Type	Lecture

SolBridge GACCS Objectives	%	Learning Objectives
1. Global Perspective	30	1. Learn the global context for diversity management 2. Learn the social psychological perspectives of workforce diversity 3. Develop the basic skills how to manage diverse workforce in the global context
2. Asian Expertise	20	
3. Creative Management Mind	20	
4. Cross Cultural Communication	20	
5. Social Responsibility	10	

Course Description

This course is about managing diversity in workplaces. Effective management of today's increasingly diverse workforce is among the most important global challenges faced by managers. Students will be equipped with how they can function effectively in a diverse workplace and manage the workforce.

This course will examine the nature of diversity in organizations, and implications for management in the future. The course will also explore management challenges and issues arising from diversity, existing frameworks and solutions to deal with these challenges and emerging trends. Students will acquire fundamental conceptual knowledge required for diversity management and practical solutions.

Learning and Teaching Structure

The methodology includes a mix of lectures, exercises, case discussions, student presentations, and group projects. This type of course requires students to take responsibility for their own learning. Students must do all the reading and homework preparation before class and be present and participate actively in the classroom.

Assessment	%	Text and Materials
Class Attendance	20	Title(s): Understanding and Managing Diversity: Readings, Cases, and Exercises Edition(s): 5th Edition Authors: Carol P. Harvey and M. June Allard Publisher(s): Pearson Prentice-Hall ISBN(s): 13: 978-0-13-284770-4
Midterm Examination/Quizzes	20	
Writing Assignment	10	
Final Exam	30	
Term Project	20	

Course content by Week

1	Introduction to the Course and Individual Perspectives
2	Diversity Awareness, Prejudice, Stereotypes and Privilege
3	Conflict & Organizational Diversity
4-5	Primary Diversity, Race & Ethnicity and Negotiation
6	Primary Diversity, Gender & Sexual Orientation
7	Primary Diversity, Age & Physical Challenge
8	Mid-Term Exam
9	Secondary Diversity, Social Class & Religion
10	Secondary Diversity, Appearance, Ethical and Legal
11	Communication & Marketing
12-13	Organizational Change & Diversity
14	Group Presentation & Wrap-up
15	Review and Final Exam