



APPLIES TO ACADEMIC YEAR 2003/2004

## GRA 6330 Managing Differences: Culture and Diversity

### Program

N/A

### Responsible for the course

Laura E Mercer Traavik

### Department

Communication - Culture and Languages

### Term

According to study plan

### ECTS Credits

6

### Objective

Culture is a concept that has been used in a variety of management contexts and it is often used uncritically to explain differences found across national borders. Culture however is a multifaceted and complex construct that demands a more systematic study so that managers are able to identify when and how culture affects organisational outcomes. This course will examine the construct culture from several theoretical perspectives and then link culture to diversity and specific organisational processes. The course provides students with a theoretical, analytical and experienced based foundation for understanding culture and the challenges involved in managing a diverse workforce.

### Prerequisites

none

### Compulsory literature

Compendium of research articles from 2003

### Recommended literature

### Course outline

Topics covered:

1. Examining the concept of culture
2. Understanding culture in relation to diversity
3. Culture and diversity as they relate to organisational processes (for example, groups and motivation)
4. Managing diversity: theoretical and practical approaches

### Computer-based tools

Blackboard

### Course structure

### Evaluation

Your course grade will be based on the following activities and weights:  
Participation 25%, Term paper 50%, exam 25%.

### Evaluation code(s)

GRA 63304 participation, term paper and exam accounts for 100 % of the final grade in the course GRA 6330.

**Aids at the examination**

Bilingual dictionary

**Makeup exam**

Next time the course is offered