



APPLIES TO ACADEMIC YEAR 2006/2007

## GRA 6330 Managing Differences: Culture and Diversity

### Program

Master of Science in Business and Economics, Master of Science in Business and Economics (International Management), Master of Science in Business and Economics (Organizational Psychology), Master of Science in International Marketing and Management, Master of Science in Leadership and Organizational Psychology, Master of Science in Management, Specialization Course

### Responsible for the course

Laura E Mercer Traavik

### Department

Leadership and Organizational Management

### Term

According to study plan

### ECTS Credits

6

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. Diversity today is much more than national culture, and this course will provide the students with a theoretical, analytical and experienced based foundation for understanding the challenges involved in managing a diverse workforce.

### Objective

By the end of the course the student should be able to:

- define culture and critically describe and assess a theory of culture,
- explain and evaluate social identity theory in relation to managing diversity
- review and assess some of the current research on managing diversity in organisations
- using the theory and research from the course design a plan to manage culture and/or diversity in an organisation.

### Prerequisites

Bachelor's degree in Business or eq. qualifying for admission to the MSc program

### Compulsory literature

#### Books:

Mor-Barak, Michèle E. 2005. Managing diversity : toward a globally inclusive workplace. Thousand Oaks, Calif. : Sage Publications

#### Collection of articles:

2006. A collection of research articles will be made available before the course starts

### Recommended literature

#### Course outline

Topics covered:

1. Universals
2. Examining the concept of culture
3. Social Identity theory
4. Managing diversity: theoretical and practical approaches

#### Computer-based tools

Blackboard

#### Course structure

36 hours

**Evaluation**

Your course grade will be based on the following activities and weights:

Participation 30% and term paper 70%. Both parts of the evaluation need to be passed in order to get a grade in the course.

**Evaluation code(s)**

GRA 63304 accounts for 100 % of the final grade in the course GRA 6330.

**Aids at the examination**

Bilingual dictionary

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee.

**Honor Code**

Academic honesty and trust are important to all of us as individuals, and they are encouraged and promoted by the honor system. This is a most significant university tradition. The honor system is the responsibility of students. As faculty, we share the commitment to the ideals of the honor system.

At no time should notes or papers or personal consultations based on previous semesters of this course be used. As part of the honor code papers handed in as part of the course is, at the discretion of the professor, scanned for plagiarism. We are using Safe Assignment in Black Board for this purpose. Any violation of the honor code will be dealt with in accordance with BI's procedures on cheating. These issues are a serious matter to everyone associated with the program. They are at the heart of the Honor Code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.