



APPLIES TO ACADEMIC YEAR 2008/2009

## GRA 2246 Managing Workplace Diversity

### Program

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

### Responsible for the course

Laura E Mercer Traavik

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

Managing diversity is a central challenge in organizations today. In this course we examine the role of national culture, ethnicity, race, gender, age and sexual orientation in national and international organizations. This course will provide the students with a theoretical, analytical and experienced based foundation for understanding the challenges involved in managing a diverse workforce.

### Learning outcome

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

- define the construct of diversity
- critically describe and assess theories related to diversity and organizational behavior
- explain and evaluate social identity theory in relation to managing diversity
- review and assess some of the current research on managing diversity in organisations.

### 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:

2008. A collection of research articles will be made available before the course starts

### Recommended literature

#### Course outline

Topics covered:

1. Universals
2. Examining the constructs of diversity, culture and gender
3. Diversity and organizational behaviour
4. Social Identity theory
5. Managing diversity: theoretical and practical approaches

#### Computer-based tools

Blackboard

#### Course structure

36 hours. In this course class attendance is mandatory. Absences can result in a lower score. Specific Information regarding student evaluation will be provided in class.

#### Evaluation

The course grade will be based on the following activities and weights:  
Participation 30% and term paper 70% (groups of 2-3 students).  
Both parts of the evaluation need to be passed in order to get a grade in the course.

**Evaluation code(s)**

GRA 22461 accounts for 100 % of the final grade in the course GRA 2246.

**Aids at the examination**

Exam aids at written examinations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary.  
<http://www.bi.edu/studenthandbook/exam aids>

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, 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 represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and 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.