



APPLIES TO ACADEMIC YEAR 2009/2010

## GRA 2246 Managing Workplace Diversity

### Programme

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

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

### Introduction

Managing diversity is a central challenge in organizations today. In this course we examine the role of culture, ethnicity, race, gender, age, people with disabilities, 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 and research studies related to diversity and organizational behavior
- explain and evaluate intergroup bias and social identity theory in relation to managing diversity
- evaluate a company's diversity policy or initiatives

### Prerequisites

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

### Compulsory reading

#### Books:

Mor-Barak, Michàlle 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

#### Other:

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

### Recommended reading

#### Course outline

Topics covered:

1. Universals
2. Examining the construct of diversity in a national and international context
3. Intergroup bias and social Identity theory
4. Diversity and organizational behaviour
5. Managing diversity: theoretical and practical approaches

### Computer-based tools

Blackboard

### **Learning process and workload**

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.

Please note that while attendance is not compulsory in all courses, it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/Blackboard or text book.

### **Examination**

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

Participation in class activities 30%, Learning paper 20%, and term paper 50% (groups of 2-3 students).

Both parts of the evaluation need to be passed in order to receive a grade in the course.

Specific information regarding student evaluation beyond the information given in the course description will be provided in class. This information may be relevant for requirements for term papers or other hand-ins, and/or where class participation can be one of several elements of the overall evaluation.

### **Exam code(s)**

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

### **Examination support materials**

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/examaids>

### **Re-sit examination**

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

### **Additional information**

#### **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 academic integrity. If you have any questions about your responsibilities under the honor code, please ask.