

Liverpool John Moores University

Title: EQUALITY AND ETHICS IN HR
Status: Definitive
Code: **6004BUSHR** (117319)
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
Joshi Jariwala	Y

Academic Level: FHEQ6
Credit Value: 24
Total Delivered Hours: 48
Total Learning Hours: 240
Private Study: 192

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	48

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Report	50	
Essay	Essay	essay	50	

Aims

Critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area

Appraise elements of diversity and their relationship with the labour market

Comparative analysis of equality diversity and ethical strategies to develop inclusive culture

Develop models in ethical, responsible and diverse management strategy and evaluate delivery and impact

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area
- 2 Appraise elements of diversity and their relationship with the labour market
- 3 Conduct a comparative analysis of ethical strategies to develop inclusive culture
- 4 Develop models in ethical, responsible and diverse management strategy and evaluate delivery and impact

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Report	1	2	4
Essay	3		

Outline Syllabus

1. *Defining equality, diversity and inclusion*
2. *Social, economic and political aspects of diversity and relationship to the labour market*
3. *Drivers for diversity and inclusion in organisations*
4. *Developing equality, diversity and inclusion strategy*
5. *Models for delivery of equality and diversity strategy*
6. *Active delivery - development of an inclusive culture*
7. *Organisational and individual roles in equality and diversity*
8. *Impact and evaluation of equality and diversity strategy*
9. *Societal impact and evaluation - the development of social capital*
10. *Using HRM to add ethical value*
11. *Fairness and equity in reward and representation*
12. *Linking equity and ethics to Corporate Social Responsibility*

Learning Activities

Workshops are used to develop and explore student responses to diversity and relating these to the development of strategy within organisations. Evaluation and discussion will be encouraged through a range of tasks and discussion topics. Current issues in diversity and equality matters will form part of the debate and discussion

Notes

Provides students with an ethical framework in which to develop business structures for a diverse population and economy

