

Liverpool John Moores University

Title: EQUALITY AND DIVERSITY
Status: Definitive
Code: **6005BUSHM** (108174)
Version Start Date: 01-08-2013

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Jane Aspinall	Y

Academic Level: FHEQ6
Credit Value: 12.00
Total Delivered Hours: 78.00
Total Learning Hours: 120
Private Study: 42

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	78.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Individual coursework	100.0	

Aims

To analyse the drivers and structures for equality and diversity in organisations

To evaluate the business case for diversity in supporting organisational effectiveness.

To critically appraise structural and cultural influences on inclusivity and diversity in organisations

Learning Outcomes

Publishing Year	2000
Title	Dynamics of managing diversity
Subtitle	
Edition	
Publisher	Butterworth Heinemann
ISBN	

Course Material	Book
Author	Kandola P and Fullerton J
Publishing Year	1998
Title	Diversity in Action
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Ozbilgin M, Mulholland G, Tatti A and Worman D
Publishing Year	2008
Title	Managing Diversity and the Business Case
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Daniels K and Macdonald L
Publishing Year	2005
Title	Equality, Diversity and Discrimination
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Notes

This module builds on the knowledge of HRM processes in level two and asks students to reflect on the extent to which HRM strategies encourage and support diversity in the workforce. Formative feedback is provided through the tutorials as understanding and the ability to criticize theory and organizational practice is encouraged.