Liverpool John Moores University

Title:	EQUALITY AND DIVERSITY	
Status:	Definitive	
Code:	6005BUSHM (108174)	
Version Start Date:	01-08-2013	
Owning School/Faculty: Teaching School/Faculty:	Liverpool Business School 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

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 Utilise comparative analysis of equality and diversity strategies to develop inclusive culture
- 4 Develop models of diversity management and evaluate delivery and impact

Learning Outcomes of Assessments

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

CW 1 2 3 4

Outline Syllabus

1.Defining equality, diversity and inclusion

2.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

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

References

Course Material	Book
Author	Cornelius N
Publishing Year	2002
Title	Building Workplace Equality
Subtitle	
Edition	
Publisher	Thomson
ISBN	

Course Material	Book
Author	Kirton G and Greene AM

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.