

## Liverpool John Moores University

Title: Diversity Management  
Status: Definitive  
Code: **6056BUSBM** (121576)  
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management  
Teaching School/Faculty: Business and Management

Team	Leader
Loliya Akobo	Y

**Academic Level:** FHEQ6  
**Credit Value:** 20  
**Total Delivered Hours:** 44  
**Total Learning Hours:** 200  
**Private Study:** 156

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	11
Seminar	11
Workshop	22

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	pres	group presentation	30	
Essay	essay	2500 words individual essay	70	

### Aims

*This module presents an overview of what workforce diversity is and its relevance and usefulness in improving our understanding and management of people at work. The demographics of the population and the workplace are changing drastically because of a number of factors, such as an increasing number of ethnic minorities and women in the workforce and in management. Accordingly, there is a need to critically understand and manage workforce diversity not only to increase*

*organisational business outcomes but also to create an inclusive workplace in a socially responsible manner.*

*The module will examine issues confronting managers of a diverse workforce. In particular, issues such as ethnicity, race, language, ageing, disability, gender, and intersectional identities will be discussed. Two key approaches to managing diversity will be explained, i.e. the social equity case of managing diversity, and the business benefits case of managing diversity. The module will explore a range of diversity related concepts and topics, such as social identity, stereotyping, discrimination, intergroup conflict, structural integration, and inclusion.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Demonstrate an understanding of the current research and issues related to equality, diversity and inclusion in organisations.
- 2 Critically evaluate a wide range of recognised techniques in and approaches to diversity management in an international context.
- 3 Distinguish between individual, organisational, and societal dimensions of issues and interventions
- 4 Identify organisational factors that hinder and those that promote diversity management.
- 5 Acquire and analyse information from a wide range of sources in order to remain up-to-date on equality, diversity and inclusion related issues and incorporate this knowledge into business decisions.

## **Learning Outcomes of Assessments**

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

Group Presentation	2	4	5	
Individual Essay	1	2	3	5

## **Outline Syllabus**

*Main topics covered by this module will include:*

- 1. Sociological and psychological perspectives on diversity*
- 2. Leadership and diversity management in a global context*
- 3. Policy and practice of diversity management in the workplace*
- 4. Gender equality in the workplace*
- 5. Race and ethnicity at work*
- 6. Age diversity in the workplace*
- 7. Disabled persons in the workplace*
- 8. Religious diversity in the workplace*
- 9. Sexual minorities in the workplace*
- 10. Work–life balance*

*11. Intersectionality in the workplace*

*12. Future of diversity management*

### **Learning Activities**

The structure of the course will be a lecture (one hour per week) which will introduce students to core theoretical and academic contributions relating to the topic, an interactive seminar activity (one hour per week) and a workshop (two hours per week). Presentations, case studies and journal article analyses will comprise core activities in workshop and seminar sessions.

### **Notes**

The module will examine issues confronting managers of a diverse workforce. In particular issues such as gender, race/ethnicity, ageing, disability, and intersectional identities will be discussed. Two key approaches towards managing diversity will be explained, i.e. the social equity case of managing diversity, and the business benefits case of managing diversity.