

## Liverpool John Moores University

Title: MANAGING PERFORMANCE AND DIVERSITY  
Status: Definitive  
Code: **6503HM** (107439)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Isle of Man International Business School

Team	Leader
Alex Watt	Y

**Academic Level:** FHEQ6  
**Credit Value:** 12.00  
**Total Delivered Hours:** 22.00  
**Total Learning Hours:** 120  
**Private Study:** 98

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	20.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual assignment.	50.0	
Exam	AS2	2 questions.	50.0	2.00

### Aims

*To consider performance management systems and their effectiveness. To review the nature of diversity within the workforce and how diversity influences management culture.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Identify the components of a diverse workforce.
- 2 Assess evidence of managing diversity activity in organisations and the links between diversity and equality in the workplace.
- 3 Select suitable tools for the management of diversity.
- 4 Demonstrate the influence of diversity recognition in performance management.

### **Learning Outcomes of Assessments**

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

ESSAY	2	3	
EXAM	1	3	4

### **Outline Syllabus**

1. *Elements of Diversity*
2. *Individual behaviour and concept of difference*
3. *Equality and Diversity comparison*
4. *Building diversity - climate and strategy*
5. *Tools of diversity - diversity processes*
6. *Conflict and contradiction in diversity*
7. *Performance management and performance culture*
8. *Managing performance and performance culture*
9. *Managing performance - appraisal & feedback*
10. *Mentoring, coaching*
11. *Nature of poor performance*

### **Learning Activities**

13 workshops supported by guided pre workshop student study.

### **References**

### **Notes**

This module will build on the experience gained through the HM route to assess methods for managing performance and diversity students will be encouraged through the workshop system to question the effectiveness of management tools and take an analytical approach.