Module Proforma

Approved, 2022.02

Summary Information

Module Code	6556SLIBM
Formal Module Title	Diversity Management
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Alison Lawman	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings

Partner Module Team

Contact Name	Applies to all offerings	Offerings

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Sri Lanka Institute of Information Technology

Learning Methods

Learning Method Type	Hours
Lecture	11
Seminar	11
Workshop	22

Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-PAR	PAR	January	12 Weeks

Aims and Outcomes

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:

Code	Description
MLO1	Demonstrate an understanding of the current research and issues related to equality, diversity and inclusion in organisations.
MLO2	Critically evaluate a wide range of recognised techniques in and approaches to diversity management in an international context.
MLO3	Distinguish between individual, organisational, and societal dimensions of issues and interventions

MLO4	Identify organisational factors that hinder and those that promote diversity management.
MLO5	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.

Module Content

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

Module Overview

Additional Information
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.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Presentation	Group Presentation	30	0	MLO2, MLO4, MLO5
Essay	Individual Essay	70	0	MLO2, MLO1, MLO5, MLO3