

## **HRM-813 Management of Diversity**

This course responds to the challenges faced by human resource and other managers in dealing effectively with an increasingly diverse workforce with a range of cultural, gender, disability, age and other differences. Understanding the complexities of a diverse workforce will assist organizations to compete for and retain workforce in the competitive employment environment. The opportunities and challenges of diversity will be examined in the context of human resource management functions such as recruitment and selection, performance evaluation, the organization of work, the organization and planning of successful meetings and other communication in a diverse cultural environment.

### Objectives

- ⊕ To enhance student learning of the cross country boundaries and the trends that lead up to managing the rise of a global workforce.
- ⊕ To explore and highlight the importance of diversity in modern organizations, both local and international.
- ⊕ To identify the role of demographic differences in the labour force and their effect on the workplace with a special emphasis on HRM orientation.

### Outcomes

- ⊕ Will appreciate the trends and global conditions leading up to the mass exodus of population and its implications on the availability of relevant workforce for MNCs.
- ⊕ Will demonstrate better comprehension of the issues related to the challenges of developing an effective international workforce.
- ⊕ Will be able to assess issues related to a diverse workforce with special emphasis on managing cognitive biases related to diversity.
- ⊕ Will enable in developing an effective organizational culture in the presence of a diverse work force.

### Text and reference books

- ⊕ Bell, M.P. (2011). Diversity in Organizations. 2<sup>nd</sup> ed. Cengage Learning.
- ⊕ Gröschl, S. (2011). Diversity in the Workplace: Multi-disciplinary and International Perspectives. Surrey: Gower Publishing Ltd.

- ⊕ Cox, T. (2001). *Creating the Multicultural Organization: A Strategy for Capturing the Power of Diversity*. University of Michigan Business School Management Series.

