HRM-412 Workforce Diversity

Cr Hrs: 3.0

Course Description
Workforce diversity provides strength in the current global business environment. This course investigates the concepts, policies, and practices facing professionals in the global workplace. Effective work place interactions result when personnel hold a global perspective that incorporates an appreciation and understanding of human diversity. Personnel who perceive themselves as global employees are a critical element in business success. Managing a diverse workforce requires working effectively with people who vary by nationality, ethnicity, culture, religion, gender, language, age, abilities, and unique personal characteristics. This diverse workforce may be employed in one locale, region, or nation, or it may span several countries or the world.
Course Objectives
The objectives of this course are to analyze global implications for human relations and workforce productivity, increase understanding of multicultural issues, critically evaluate resumes and cover letters from a diverse population, assess workplace diversity as it relates to working effectively with people who vary by nationality, ethnicity, culture, religion, gender, language, age, abilities, and unique personal characteristics. The course also aims to teach students how to develop an understanding of privilege and its effect on the workplace, practice employee problem-solving skills that are appropriate in a diverse workforce, development of methods for recognizing and reducing prejudice and stereotyping, and recognize gender/family issues such as dual careers, child care, elder care, flexible schedules, time management, and stereotypes
Learning Outcomes
At the end of this course, students will: • Demonstrate theoretical understanding of the literature in relation to managing diversity   • Understand and evaluate the business, policy and social contexts of workplace diversity   • Understand how diversity impacts on business practices and strategic human resources and employee relations   • Identify, develop and communicate appropriate management interventions, actions and strategies in order to bring about effective change.
Required Course Material

The textbook for this course are:

- Diversity in the Workplace: Current Issues and Emerging Trends, Byrd & Scott, 2014
- Diversity Toolkit: How you can build and benefit from a diverse workforce, Sonnenschein, 1999

Apart from these books students are encouraged to consult other books, chapters, handouts, and internet.

TOPIC TO BE COVERED

Introduction: diversity theories and concepts

Individual Issues in diversity

Group Issues in diversity

Primary dimensions of diversity

Secondary dimensions of diversity

Understanding diversity in the context of Pakistan

Business and social framework

Legal framework

Issues and barriers in progress

Managing organizational change