GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Master of Business Administration					Branch/Spec.	Human Resources Management		
Semester	III					Version	1.0.0.0		
Effective from Academic Year			2021-22			Effective for the batch Admitted in			June 2020
Subject code	**IIIA12MCD**		Subject Name			**MANAGING CULTURAL DIVERSITY**			
Teaching scheme						Examination scheme (Marks)			
(Per week)	Lecture (DT)		Practical (Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	04	00	00	00	04	Theory	60	40	100
Hours	04	00	00	00	04	Practical	00	00	00

Pre-requisite:

Objective:

The objective of this course is to create awareness and understanding among students about the role and importance of valuing and managing diversity and to develop leadership skills required to manage a diverse workforce effectively.

Learning Outcomes:

On successful completion of the course, the students will be able to:

- IIIA12MCD.CO1: Understand the conceptual framework and global challenges associated with managing workforce diversity and inclusion.
- IIIA12MCD.CO2: Apply principles of equality, fairness, and affirmative action to organizational practices related to discrimination and inclusion.
- IIIA12MCD.CO3: Analyze global demographic and socioeconomic trends affecting workforce diversity, migration, and inclusion.
- IIIA12MCD.CO4: Evaluate theoretical perspectives and models explaining diversity, exclusion, and inclusion in workplace settings.

Theory Syllabus

Unit	Content	Hrs
1	An overview of the challenge of managing diversity in a global context: Introduction and Conceptual Framework; The Challenge of Managing Diversity in a Global Context; The Inclusive Workplace Model.	15
2	Discrimination, Equality, and Fairness in Employment: Social Policies and Affirmative/Positive Action Programs; Discrimination and Equality in Employment; Theoretical Perspectives of Discrimination and Affirmative Action	15
3	Global Demographic Trends: Impact on Workforce Diversity; International Population Trends; National Trends; Socioeconomic Transitions; Worker Migration; Occupational Diversity; Implications for Diversity of Gender, Disability, And Sexual Orientation; Educational Trends and Workforce Diversity.	15
4	Theoretical Perspectives on Diversity and Exclusion in the Workplace: Overview of Social Psychological Theories of Diversity and Exclusion; Theoretical Underpinnings of the Inclusion-Exclusion Construct; Orienting Theories of Diversity and Exclusion; Explanatory Theories of Diversity and Exclusion; Research on Organizational Demography Documenting Exclusion.	15

Text Books:

1	Barak, M.E.M., Managing Diversity: Toward a Globally Inclusive Workplace. Los Angeles: Sage Publications.
2	Henderson, G., Cultural Diversity in the Workplace: Issues and Strategies. USA: Praeger.
3	Syed, J. & Ozbilgin, M., Managing Diversity and Inclusion: An International Perspective. Los Angeles: Sage Publications.
4	Understanding and Managing Diversity: Readings, Cases, and Exercises 6th Edition by Carol Harvey (Author), M. June Allard (Author)
5	Managing Diversity: Human Resource Strategies for Transforming the Workplace. Ellen Ernst Kossek (Editor), Sharon A. Lobel (Editor)

Reference Books:	
1	Managing Diversity: Human Resource Strategies for Transforming the Workplace Ellen Ernst Kossek (Editor), Sharon A. Lobel (Editor)
2	Ozbilgin, M, A Tatli& K. Jonsen. (2015). Global diversity management: an evidence-based approach(2nd ed.). Palgrave.
3	The diversity training Handbook. Clements, P., & Jones, J. (2008). Kogan Page.
4	The Oxford Handbook of Diversity in Organizations. Bendl, R. I., Bleijenbergh, E. Henttonen & Mills A. J. (ed) (2015). Oxford University Press.
5	Managing diversity: Human Resource Strategies for Transforming the Workplace. Kossek, E. E., & Lobel, S. A. (1997). Oxford/Blackwell Publishers.
6	Ruffino, N. C. (1999). Diversity success strategies. Butterworth.
Online Resources:	

Mapping of CO with PO and PSO:

Semester 3: Course Name: 2IIIA05IMM INTERNATIONAL MARKETING MANAGEMENT							
Course outcomes	**PO1**	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**
IIIA12MCD.CO1	2	3	0	3	0	1	1
IIIA12MCD.CO2	2	2	1	3	0	2	2
IIIA12MCD.CO3	3	3	0	3	1	1	3
IIIA12MCD.CO4	3	1	0	3	2	1	2

Semester 3: Course Name: IIIA12MCD MANAGING CULTURAL DIVERSITY			
Name of Course Outcome	**PSO - 1**	**PSO - 2**	**PSO - 3**
IIIA12MCD.CO1	2	2	1
IIIA12MCD.CO2	3	2	2
IIIA12MCD.CO3	3	3	2
IIIA12MCD.CO4	2	3	3