

PROGRAM	Master of Business Administration (MBA)
SEMESTER	3
COURSE TITLE	Managing Diversity
COURSE CODE	04MB0321
COURSE CREDITS	3
COURSE DURATION	42 Hrs

COURSE OUTCOMES:

- ❖ To understand various theoretical implications and relevance of diversity
- ❖ To relate dimensions of diversity to the contemporary organizations
- ❖ To develop the organizational Strategies to manage diversity
- ❖ To assess the impact of diversity in the organization's performance
- ❖ To translate the idea of diversity in global perspective

COURSE CONTENTS:

Unit No	Unit / Sub Unit	Sessions
Unit I	Introduction to Diversity Fundamentals of Diversity, Diversity in historical perspective of Business Management, Types of Diversity, Forces behind diversity, Effects of Diversity, Theories of Diversity, Stereotypes & Ethnocentrism.	8
Unit II	Understanding Dimensions of diversity Age, Race, Ethnicity, Cultural, Social class, Religion, Appearance, Weight, Language diversity, Gender diversity in workplace, Women in Leadership Position, Visible & Invisible Disability at workplace.	8
Unit III	Diversity and Organizational performance Workforce diversity as a competitive advantage, Impact of diversity on Individual, group and organizational performance, Diversity Scorecard, Challenges of Diversity at the workplace, Strategies for Managing Diversity at the workplace.	10
Unit IV	Leadership Legacy Diversity Management and Leadership, Inclusion in organization development and motivation for changing workforce, Diversity Awareness & Training Programme, Ethics in Diversity.	08
Unit V	The Future of Diversity – A Global Perspective Global Legislations and public policies towards diversity, Discrimination and equality in employment. The International Bill of Human Rights, diversity related employment legislation around the world.	08

EVALUATION:

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	Component	Weightage
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ etc.)	20% (C.E.C.)
B	Internal Assessment	30% (I.A.)
C	End-Semester Examination	50% (External Assessment)

SUGGESTED READINGS
TEXTBOOKS:

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
T-01	María Triana	Managing Diversity in Organizations: A Global Perspective	Routledge	1 st Edition
T-02	Marilyn Y. Byrd, Chaunda L. Scott	Diversity in the Workforce: Current Issues and Emerging Trends	Routledge	1 st Edition
T-03	Carol Harvey, M. June Allard	Understanding and Managing Diversity: Readings, Cases, and Exercises	Pearson Prentice Hall	6 th Edition

REFERENCE BOOKS:

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
R-01	Gill Kirton, Annearie Greene	The Dynamics of Managing Diversity: A critical approach	A Butterworth-Heinemann Title	2 nd Edition
R-02	De Anca, Celia, Vazquez Vega, Antonio	Managing Diversity in the Global Organization- Creating New Business Values	Palgrave MacMillan	1 st Edition