

BUSM 3042 MANAGING DIVERSITY

Credit Points 10

Legacy Code 200150

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Description This unit explores the complexities and challenges of managing diverse workforces in contemporary organisations. Using applied learning approaches, students are required to formulate corporate policies relating to diversity and then evaluate the implications for implementing these policies in a real world setting. As a key component of human resource management, students are expected to appreciate both the theoretical and practical elements of managing diversity and are required to reflect on their own learning process throughout the unit.

School Business

Discipline Business Management

Student Contribution Band HECS Band 4 10cp

Check your HECS Band contribution amount via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Pre-requisite(s) BUSM 1023

Learning Outcomes

On successful completion of this subject, students should be able to:

1. Assess the nature of workforce diversity and the drivers of its management;
2. Formulate corporate policy relating to diversity management;
3. Analyse the implications for implementing diversity initiatives and the link to competitive advantage;
4. Examine key challenges in managing a diverse workforce;
5. Evaluate the sources of and potential for conflict in diverse workplaces;
6. Relate diversity management theory to contemporary practices.

Subject Content

- dimensions of diversity
- diversity in context: external environment
- managing individuals, groups and teams
- Internal environment: strategic level
- Internal environment: Managerial level
- Internal environment: Operational level
- theory in managing diversity
- The business case for managing diversity
- challenges & Conflict in managing diversity
- contemporary Issues

Prescribed Texts

- Custom publication, Pearson 2010

Teaching Periods