& Code		course			criteria	of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
Workplace Diversity: GE-8.1	4	3	1	0	Pass in Class XII	NIL

Workplace Diversity

BCH: GE- 8.1

Learning Objectives:

The course aims to provide up-to-date knowledge about the new realities of the workforce and understanding of impact of diversity on various human resource functions and dynamics of team diversity, ability to critically examine organisational culture and its various aspects so as to get a better understanding of individual differences in the organisation and knowledge of various strategies through which diversity can be managed so as to increase the effectiveness of the organisations.

Learning Outcomes: After completion of the course, learners will be able to:

1. Apply the skills to manage the diversity at the workplace.
2. Analyse the individual differences at the workplace.
3. Describe the various dimensions of diversity and how these differences impact the interpersonal relationships of the individuals.
4. Compare and use tools of diversity management.
5. Analyse the recent trends and development in diversity management.

Course Contents:

Unit 1: Diversity- An Overview (6 hours)

Diversity-concept & meaning, Types & Dimensions of Diversity, concept & significance of Diversity management, Drivers for diversity management, Diversity issues & challenges.

Unit 2: Workplace Diversity (12 hours)

Meaning & significance, Diversity & inclusion at workplace, Impact of Workforce diversity on HR functions, Workforce Diversity – Key to organisational Performance, Role of Diversity as a Determinant of Sustainable Competitive Advantage, Diversity in interpersonal relationships and cross-cultural communication, Team Diversity.

Unit 3: Cultural Diversity (9 hours)

Organisational Culture: meaning & significance, values and ethics of global work culture-task related, individual & interpersonal values, Diversity in Organisational Culture, Culture as a multi-level dynamic construct, Complexity & challenges in global Organisations.

Unit 4: Managing workplace Diversity (12 hours)

Diversity Management, Approaches to Diversity management- Colour-blind approach, multicultural approach, All- inclusive multiculturalism, organisational Strategies for Managing Workplace Diversity – Workplace Inclusion, Strategies through Corporate Leadership, Diversity Training and Mentoring, Employee Resource Groups, corporate social responsibility & initiatives Flexible work programs.

Unit 5: Recent Trends and Developments (6 hours)

Diversity & multiculturalism Global Workplace Diversity management, Recent trends of workplace diversity: Role of Technology in managing diversity, Diversity and innovation. Ethical & Legal issues in managing diversity.

Exercises:

The learners are required to:
1. Identify the diverse composition of workforce of organisations in situated in India.
2. Identify the practices adopted by organisations in India to manage their diverse workforce.
3. Examine the inclusive strategies adopted by Indian organisations to manage their diverse workforce.
4. Compare the tools of diversity management used by various organisations.
5. Analyse the recent trends and development in diversity management.

Suggested Readings:

*   De Anca, C., & Vega, A. V. (2016). Managing diversity in the global organisation: Creating new Business values. Springer.
*   Kirton, G., & Greene, A. M. (2021). The Dynamics of Managing Diversity and Inclusion: A Critical Approach. Routledge.
*   Klarsfeld, A., Booysen, L. A., Ng, E., Tatli, A., & Roper, I. (2014). International handbook on diversity management at work: country perspectives on diversity and equal treatment. Edward Elgar Publishing.
*   Konrad, A. M., Prasad, P., & Pringle, J. (Eds.). (2005). Handbook of workplace diversity. Sage.
*   Machado, C., & Davim, J. P. (2017). Managing organisational Diversity. Springer International Publishing.
*   Moss, G. (2012). Lessons on profiting from diversity. In Lessons on profiting from diversity (pp. 1-18). Palgrave Macmillan, London.
*   Nkomo, S. M. (1997). Managing diversity: Human resource strategies for transforming the workplace.
*   Schwabenland, C. (2012). Metaphor and dialectic in managing diversity. Palgrave Macmillan.
*   Triana, M. (2017). Managing diversity in organisations: A global perspective. Routledge.

Note: Suggested readings will be updated by the Department of Commerce and uploaded on Department's website.