

Managing Workforce Diversity

Course Outline

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Course Description and Learning Objectives:

The world is changing rapidly. Companies expand beyond their national borders, merge with other companies, and outsource organizational activities and processes globally. Technological advancements and cross-country employment agreements like in the European Union provide opportunities for skilled workers to work outside their home countries. Many countries face aging populations, and historically disadvantaged groups such as persons with disabilities become important members of labor markets. These demographic changes and developments have created increasingly diverse populations and workforces. In response to the challenges of managing such diverse workforces a paradigm called Diversity Management has emerged in the past two decades.

This course will explore conceptual aspects of diversity and diversity management helping you to:

- Identify contextual and environmental changes and developments leading to increasingly diverse workforces.
- Understand the historical background and philosophical roots of Diversity Management (DM) and its key characteristics.
- Understand DM related concepts, approaches, and practices including hard and soft affirmative action, positive action, and equal opportunities.
- Identify current DM initiatives and best practices, and future trends and challenges in this area.

Course Activities:

This course is based on a resource oriented learning approach and does not use a specific course textbook. Students are responsible for researching secondary sources relevant to the course topics and conduct independent literature reviews. The course will strongly encourage students to prepare prior to class and to actively participate (individually and in groups) through presentations and class discussions. Class feedback is welcomed and encouraged. Guest speakers will be included where possible. Short video clips, illustrative of the topics under discussion, will be shown where appropriate material exists.

Course Evaluation:

This course includes a range of student assignments reflecting the diversity of students' learning styles and educational experiences and backgrounds. Detailed descriptions of each student assignment are provided separately.

Dates and weighting are as follows:

Assignment One (Newsflash):	15%
Assignment Two:	20%
Assignment Three:	25%
Assignment Four:	40%

Class Meeting Schedule: (Subject to change)

Week	Date	Topic and Text Reading
1	tbc	Course Introduction
2	tbc	Newsflash One Self Analysis
3	tbc	Newsflash Two Stereotypes, perceptions, and discrimination
4	tbc	Assignment Two Affirmative Action
5	tbc	Newsflash Three Operationalizing and managing diversity
6	tbc	Newsflash Four Assignment Three Cultural differences and their impact on (HR) management processes
7	tbc	Newsflash Five Strategic / Global DM
8	tbc	Newsflash Six DM auditing
9	tbc	Assignment Four

Academic Misconduct:

ESSEC is committed to upholding the highest standards of academic integrity and enjoins all members – faculty, staff and students – to be aware of what constitutes academic misconduct and to do as much as possible to prevent academic offences from occurring. ESSEC takes a serious view of academic misconduct and it is your responsibility as a student to be aware of and to abide by the ESSEC's policy.

All references to other works should be referenced appropriately. The APA referencing system is the preferred system for this course.