



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Managing organizations' diversity

Course

Field of study

Safety Engineering

Area of study (specialization)

Level of study

First-cycle studies

Form of study

part-time

Year/Semester

3/5

Profile of study

general academic

Course offered in

Polish

Requirements

elective

Number of hours

Lecture

8

Laboratory classes

Tutorials

10

Projects/seminars

8

Other (e.g. online)

Number of credit points

4

Lecturers

Responsible for the course/lecturer:

Ph.D., D.Sc., Eng. Marcin Butlewski, University
Professor

Responsible for the course/lecturer:

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Prerequisites

Basic knowledge of labor law and organizational models of enterprises.

Course objective

To acquaint students with the issues and regulations concerning the diversity of employee characteristics and the practical use of employee diversity in the enterprise.

Course-related learning outcomes

Knowledge

Has advanced knowledge of the life cycle of products, devices, facilities, systems and technical systems. [K1_W06]

He knows the fundamental dilemmas of modern civilization and development trends as well as the best practices in the field of security engineering. [K1_W10]

Skills

Can properly select sources and information derived from them, perform the evaluation, critical analysis and synthesis of this information. [K1_U01]

He can see system and non-technical aspects in engineering tasks, as well as socio-technical, organizational and economic aspects. [K1_U03]

He can prepare the necessary resources to work in an industrial environment and knows the safety rules related to this work and can enforce their use in practice. [K1_U05]

He is able to take part in a debate, to present a problem falling within the scope of safety engineering using appropriately selected means. [K1_U09]

Can identify changes in requirements, standards, regulations and technical progress and the reality of the labor market, and on their basis define the need for supplementing knowledge. [K1_U12]

Social competences

He can see the cause-and-effect relationships in the implementation of set goals and use ranks in relation to the importance of alternative or competitive tasks. [K1_K01]

Is aware of the recognition of the importance of knowledge in solving problems in the field of safety engineering and continuous improvement. [K1_K02]

Is aware of responsibility for their own work and readiness to submit to the principles of teamwork and responsibility for jointly performed tasks. [K1_K07]

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Formative assessment:

a) in the field of exercises: current checking of knowledge and skills during exercises



- b) in the field of lectures: on the basis of a discussion on the material assimilated at previous lectures;
- c) in the scope of the project, current assessment of the degree of completion of individual project tasks;

Summative assessment:

- a) in the field of exercises: on the basis of the results of the average of partial grades of the forming assessment
- b) in the field of lectures: exam in the form of a written test;
- c) in the scope of the project, the assessment of the way of describing the way of solving the given design problem and the degree of implementation of individual steps.

Programme content

Basic concepts of diversity management, employee diversity advantages and disadvantages, classifications, selected management concepts supporting employee diversity and building a diversity-friendly work environment, competency and talent management, corporate social responsibility, organizational innovations supporting diversity. Good practice examples to support differentiation.

Teaching methods

Lectures with multimedia presentation; task exercises on topics related to the lectures and the project;

Bibliography

Basic

Borowska, A. (2008). Zarządzanie różnorodnością. Zeszyty Naukowe Politechniki Białostockiej. Ekonomia i Zarządzanie, (12), 331-340.

Keil, M., Amershi, B., Holmes, S., Jablonski, H., Lüthi, E., Matoba, K., ... & von Unruh, K. (2007). Poradnik szkoleniowy. Zarządzanie różnorodnością. Anti-Discrimination and Diversity Training VT/2006/009, International Society for Diversity Management, Komisja Europejska.

Leoński W., Pluta A., Wieczorek-Szymańska A., Zarządzanie różnorodnością w organizacji CeDeWu

Additional

Butlewski M., Ergonomic design in the face of the dynamics of the human resource deficit, Poznań University of Technology 2018, ISBN: 978-83-7775-506-8; 255 pages

Flood, RL, & Romm, NR (1996). Diversity management. In Critical Systems Thinking (pp. 81-92). Springer, Boston, MA.

Gröschl, S., & Doherty, L. (1999). Diversity management in practice. International journal of contemporary hospitality management.



Waligóra, Ł. (2018). Managing diversity in organizations. Presentation of selected practices. Economic Studies, 348, 26-43.

Breakdown of average student's workload

	Hours	ECTS
Total workload	100	4,0
Classes requiring direct contact with the teacher	26	2,0
Student's own work (literature studies, preparation for classes - exercises, preparation of projects) ¹	74	2,0

¹ delete or add other activities as appropriate