



## COURSE DESCRIPTION CARD - SYLLABUS

Course name

Managing organizations' diversity

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### Course

Field of study

Safety Engineering

Area of study (specialization)

Level of study

First-cycle studies

Form of study

full-time

Year/Semester

3/5

Profile of study

general academic

Course offered in

Polish

Requirements

elective

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### Number of hours

Lecture

15

Laboratory classes

Other (e.g. online)

Tutorials

15

Projects/seminars

15

### Number of credit points

4

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### 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	45	2,0
Student's own work (literature studies, preparation for classes - exercises, preparation of projects) <sup>1</sup>	55	2,0

<sup>1</sup> delete or add other activities as appropriate