POZNAN UNIVERSITY OF TECHNOLOGY

EUROPEAN CREDIT TRANSFER AND ACCUMULATION SYSTEM (ECTS)

COURSE DESCRIPTION CARD - SYLLABUS

Course name
Managing organizations' diversity [S1IBiJ1>ZRwO]

Course

Field of study	Year/Semester
Safety and Quality Engineering	3/5
Area of study (specialization)	Profile of study
–	general academic
Level of study	Course offered in
first-cycle	Polish
Form of study	Requirements
full-time	elective

Number of hours

Lecture	Laboratory classes	Other (e.g. online)
15	0	0

Tutorials	Projects/seminars	
15	15	

Number of credit points

4,00

Coordinators	Lecturers
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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:
1. Has advanced knowledge of the life cycle of products, devices, objects, systems and technical systems [K1_W06].
2. Knows the fundamental dilemmas of modern civilization and development trends as well as the best practices in the field of security engineering in managing diversity in the organization [K1_W10].

Skills:
1. Is able to recognize systemic and non-technical, as well as socio-technical, organizational and economic aspects in engineering tasks [K1_U03].

2. Is able to prepare the necessary resources for work in diversity management in the organization and knows the safety rules related to this work and is able to enforce their application in practice [K1_U05].
3. Is able to identify changes in requirements, standards, regulations, technical progress and labor market reality in the field of diversity management in the organization, and on their basis determine the need to supplement knowledge [K1_U12].

Social competences:
1. Is able to notice cause-and-effect relationships in the implementation of set goals and use ranks in relation to the importance of alternative or competing tasks [K1_K01].
2. Is able to initiate activities related to the formulation and transfer of information and cooperation in society in the area of diversity management [K1_K05].
3. Is aware of the responsibility for one's own work and is ready to obey the principles of teamwork and take 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.
pass threshold: 51%

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.

Course topics

- Basic concepts of diversity management
- Workforce diversity: advantages and disadvantages
- Classifications of diversity in the workplace
- Selected management concepts to support workforce diversity
- Building a diversity-friendly working environment
- Competence and talent management
- Corporate social responsibility (CSR) in the context of diversity
- Organisational innovations to support diversity
- Good practice examples to support diversity
- The role of leaders and managers in diversity management
- Recruitment strategies to promote diversity
- Training programmes on diversity and inclusion
- The impact of diversity on the creativity and innovation of teams
- Analysis and measurement of diversity in organisations
- Anti-discrimination policies and procedures
- Equal opportunities in employment
- Creating an inclusive organisational culture
- Economic benefits of diversity management
- Challenges and barriers to diversity management
- Adapting global diversity standards to local realities
- Partnerships and coalitions to promote diversity

- The role of technology in supporting diversity in the workplace
- Case studies: successes and failures in diversity management
- Ethical principles in the context of diversity management
- Monitoring and reporting on diversity progress

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	4,00
Classes requiring direct contact with the teacher	45	2,00
Student's own work (literature studies, preparation for laboratory classes/ tutorials, preparation for tests/exam, project preparation)	55	2,00