

325-643 Managing Diversity

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2009, This subject commences in the following study period/s: Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week (Semester 2). Total Time Commitment: Not available
Prerequisites:	Entry into the Master of Human Resource Management.
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p>
Coordinator:	Dr Michael James Zyphur
Subject Overview:	Managing diversity is a strategic approach towards HRM. It is about utilizing human resources efficiently and effectively by identifying significant differences in the workforce and labour markets, and exploring the potential advantages of workforce diversity. This subject will examine the key issues of managing diversity from both a theoretical and empirical perspective. The focus of the subject is anti-discrimination in all aspects of employment. This will be examined by a consideration of the discrimination and fairness, access and legitimacy, and learning and effectiveness paradigms.
Objectives:	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> # Explain and critically evaluate the issues related to using staff efficiently and effectively; # Illustrate the significant differences in the workforce and labour markets; # Analyse and evaluate the potential advantages of workforce diversity.
Assessment:	One 2-hour end-of-semester examination (50%), and assignment(s) not exceeding 3000 words (50%).
Prescribed Texts:	None
Recommended Texts:	To be advised.
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	On successful completion of this subject, students should have improved the following generic skills: <ul style="list-style-type: none"> # Problem solving and critical thinking skills, which should be developed through seminar discussion, and research based on theoretical and empirical information;

	<ul style="list-style-type: none"># Communication skills and collaborative learning, which should be developed through joint research and oral presentations;# The ability to apply theory to practice, which should be enhanced by analysing cases;# Synthesis of information, which should be fostered by adopting a strategic approach towards managing diversity of workforce.
Related Course(s):	Master of Human Resource Management