

MGMT90012 Managing Diversity

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2012, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance
Prerequisites:	Entry to Master of Human Resource Management, Master of Management and Master of Management (Human Resources). (MC-MGTS, MC-MGMT, MC-MGTHRES, MC-MGMTHRE).
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: http://www.services.unimelb.edu.au/disability/
Coordinator:	Assoc Prof Michael Zyphur
Contact:	Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 Online Enquiries (https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html) Web: www.gsbe.unimelb.edu.au (http://www.gsbe.unimelb.edu.au)
Subject Overview:	Managing diversity is a strategic approach towards HRM. It is about utilising 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%) Assignment(s) not exceeding 3000 words (50%)
Prescribed Texts:	None

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:	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <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; # 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):	<p>Master of Commerce (Management) Master of Management (Human Resources) Master of Management (Human Resources)</p>