

MGMT90012 Managing Diversity

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	This subject is not offered in 2014.
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/
Contact:	Email: susanaa@unimelb.edu.au (mailto:susanaa@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.
Learning Outcomes:	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:	Take-home examination, due during the examination period (50%); 2500 word individual assignment due in week 6 (30%); and 20 minute group presentation (15 minutes to present and 5 minutes for questions and discussion).due in weeks 9-11 (20%).
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:	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 Commerce (Management) Master of Commerce (Marketing) Master of Management (Human Resources) Master of Management (Human Resources) Master of Public Administration Master of Public Administration (Enhanced)