

<b>Prowadzący</b>	Associate Professor Anna Rakowska
<b>Oferta PJO*</b>	NIE
<b>Oferta PJOE*</b>	TAK
<b>Kierunek, rok, stopień dla PJO</b>	
<b>Semestr roku 2021/2022</b>	zimowy / letni

\* PJO – przedmiot w języku obcym dla studentów polskich / PJOE – przedmiot w języku obcym dla studentów Erasmus+

\*\* zostawić właściwe

#### BASIC INFORMATION ABOUT THE SUBJECT (INDEPENDENT OF THE CYCLE)

<b>Module name</b>	Diversity at work
<b>Erasmus code</b>	
<b>ISCED code</b>	
<b>Language of instruction</b>	English
<b>Website</b>	<a href="https://www.umcs.pl/pl/adres-book-employee,2300,pl.html">https://www.umcs.pl/pl/adres-book-employee,2300,pl.html</a>
<b>Prerequisites</b>	
<b>ECTS points hour equivalents</b>	Contact hours (work with an academic teacher): 30 Total number of hours with an academic teacher: 45 Number of ECTS points with an academic teacher: 3 Non-contact hours (students' own work): 45 Total number of non-contact hours: 45 Number of ECTS points for non-contact hours: 3, Total number of ECTS points for the module: 6
<b>Educational outcomes verification methods</b>	Oral presentations, group and individual projects, activity during classes, academic essay on chosen topics
<b>Description</b>	This module covers following areas of knowledge and set of listed below skills <ol style="list-style-type: none"> <li>1. What diversity, diversity management (DM) is about and why we should study DM? Global trends influencing DM</li> <li>2. Identity of employees: traditional and modern concepts.</li> <li>3. Employee age diversity. Generations, management of employees belonging to different age groups.</li> <li>4. Employee gender diversity, men and women in management.</li> <li>5. Cultural diversity of employees.</li> <li>6. Migrations and diversification of labor markets. Cultural Acculturation Strategies.</li> <li>7. Practices in diversity management, models of DM, efficiency of DM, inclusive organizations</li> <li>8. Future of DM, superdiversity, robots and AI in area of diversity</li> </ol>
<b>Reading list</b>	<ol style="list-style-type: none"> <li>1. Rakowska A., ed. (2018), Unlocking the Potential of Employees in the Context of Organizational Diversity ToKnowPress, Bangkok-Celje-Lublin.</li> <li>2. Ng E., Lyons S., Schweitzer L. (eds) (2012) Managing the New Workforce: International Perspectives on the Millennial Generation, Edward Elgar.</li> <li>3. Roberson Q., ed. (2014). The Oxford Handbook of Diversity and Work, Oxford Library of Psychology.</li> <li>4. Klarsfeld A., in, (2016). Research Handbook and Comparative Perspectives on Diversity Management</li> <li>5. Hughes, C. (2016). Diversity intelligence: Integrating diversity intelligence alongside intellectual, emotional, and cultural intelligence for leadership and career development. Palgrave Macmillan/Springer Nature.</li> <li>6. Gröschl S. (ed.) (2011) Diversity in the Workplace: Multi-disciplinary and International Perspectives, GOWER, USA</li> <li>7. TED presentations</li> </ol>
<b>Educational outcomes</b>	KNOWLEDGE <ol style="list-style-type: none"> <li>1. related to the new trends in diversity and diversity management in global context,</li> </ol>

	<ol style="list-style-type: none"> <li>2. related to cultural norms, political, legal and economic conditions, as well and other regulation in the context of countries and regions</li> <li>3. related to the character of work and competencies and Diversity Specialist about key practices of Human Resource Management</li> </ol> <p>SKILLS</p> <ol style="list-style-type: none"> <li>1. communication skills needed in international business</li> <li>2. presentations skills aimed at understating by culturally diverse audience</li> <li>3. Cultural intelligence</li> <li>4. Skills needed to build inclusive organizations</li> </ol> <p>ATTITUDES</p> <ol style="list-style-type: none"> <li>1. Cultural awareness and openness</li> <li>2. Global mind</li> </ol>
<b>Practice</b>	n/a

INFORMATION ABOUT CLASSES IN THE CYCLE

<b>Website</b>	<a href="https://www.umcs.pl/en/courses-in-english,21103.htm">https://www.umcs.pl/en/courses-in-english,21103.htm</a> (dla PJOE)
<b>Educational outcomes verification methods</b>	
<b>Comments</b>	
<b>Reading list</b>	1.
<b>Educational outcomes</b>	KNOWLEDGE 1. SKILLS 1. ATTITUDES 1.
<b>A list of topics</b>	1.
<b>Teaching methods</b>	
<b>Assessment methods</b>	