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| **Prowadzący** | Associate Professor Anna Rakowska |
| **Oferta PJO\*** | NIE |
| **Oferta PJOE\*** | TAK |
| **Kierunek, rok, stopień dla PJO** |  |
| **Semestr roku 2022/2023** | 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)

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| **Module name** | Diversity at work |
| **Erasmus code** |  |
| **ISCED code** |  |
| **Language of instruction** | English |
| **Website** | https:/[/w](http://www.umcs.pl/pl/addres-book-employee%2C2300%2Cpl.html)w[w.umcs.pl/pl/addres-book-employee,2300,pl.html](http://www.umcs.pl/pl/addres-book-employee%2C2300%2Cpl.html) |
| **Prerequisites** |  |
| **ECTS points hour equivalents** | 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): 45Total number of non-contact hours: 45Number of ECTS points for non-contact hours: 3, Total number of ECTS points for the module: 6 |
| **Educational outcomes verification methods** | Oral presentations, group and individual projects, activity during classes, academic essay on chosen topics |
| **Description** | This module covers following areas of knowledge and set of listed below skills1. What diversity, diversity management (DM) is about and why we should study DM? Global trends influencing DM
2. Identity of employees: traditional and modern concepts.
3. Employee age diversity. Generations, management of employees belonging to different age groups.
4. Employee gender diversity, men and women in management.
5. Cultural diversity of employees.
6. Migrations and diversification of labor markets. Cultural Acculturation Strategies.
7. Practices in diversity management, models of DM, efficiency of DM, inclusive organizations
8. Future of DM, superdiversity, robots and AI in area of diversity
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| **Reading list** | 1. Rakowska A., ed. (2018), Unlocking the Potential of Employees in the Context of Organizational Diversity ToKnowPress, Bangkok-Celje-Lublin.
2. Ng E., Lyons S., Schweitzer L. (eds) (2012) Managing the New Workforce: International Perspectives on the Millennial Generation, Edward Elgar.
3. Roberson Q., ed. (2014). The Oxford Handbook of Diversity and Work, Oxford Library of Psychology.
4. Klarsfeld A., in, (2016). Research Handbook and Comparative Perspectives on Diversity Management
5. Hughes, C. (2016). Diversity intelligence: Integrating diversity intelligence alongside intellectual, emotional, and cultural intelligence for leadership and career development. Palgrave Macmillan/Springer Nature.
6. Gröschl S. (ed.) (2011) Diversity in the Workplace: Multi-disciplinary and International Perspectives, GOWER, USA
7. TED presentations
 |
| **Educational outcomes** | KNOWLEDGE1. related to the new trends in diversity and diversity management in globalcontext, |

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|  | 1. related to cultural norms, political, legal and economic conditions, as well and other regulation in the context of countries and regions
2. related to the character of work and competencies and Diversity Specialist bout key practices of Human Resource Management

SKILLS* 1. communication skills needed in international business
	2. presentations skills aimed at understating by culturally diverse audience
	3. Cultural intelligence
	4. Skills needed to build inclusive organizations ATTITUDES
1. Cultural awareness and openness
2. Global mind
 |
| **Practice** | n/a |

INFORMATION ABOUT CLASSES IN THE CYCLE

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| **Website** | [https://www.umcs.pl/en/courses-in-english,21103.htm](https://www.umcs.pl/en/courses-in-english%2C21103.htm) (dla PJOE) |
| **Educational outcomes verification methods** |  |
| **Comments** |  |
| **Reading list** | 1. |
| **Educational outcomes** | KNOWLEDGE |
|  | 1. |
|  | SKILLS |
|  | 1. |
|  | ATTITUDES |
|  | 1. |
| **A list of topics** | 1. |
| **Teaching methods** |  |
| **Assessment methods** |  |