



Course Specifications

Course Title:	Human Resource Diversity Management
Course Code:	HRM 1322
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar Al Uloom University

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A. Course Identification

1. Credit hours: 3 Hours
2. Course type a. University <input type="checkbox"/> College <input checked="" type="checkbox"/> Department <input type="checkbox"/> Others <input type="checkbox"/> b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered:
4. Pre-requisites for this course (if any): HRM 1312
5. Co-requisites for this course (if any): None

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Distance learning		
5	Other		

7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45

B. Course Objectives and Learning Outcomes

1. Course Description

This course explores workforce's diversity influences in organizations. Students will learn about challenges associated with managing diversity in workplace, and ways to leverage diversity to advance organizational objectives; and the impact of increasing diversity on employees' selection, staffing, employee productivity and career expectations.

2. Course Main Objective

At the end of the course, students should be able to do the following:

1. Identify and describe the most common forms of diversity and explain how they fluctuate or remain constant over time.
2. Identify cultural values as expressed in diversity issues, including the impact on and relationship to economic systems.
3. Analyze social justice issues including the relationships to power and responsibility, and ethics.
4. Identify systems and processes that effectively manage diversity in the workplace including recruiting, selecting, training and managing the performance of diverse groups of individuals.

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge and Understanding	
1.1	Define the basic concepts and theories of Workplace Diversity in the national and global business environment.	K.1
1.2	Explain different terminology, theories, and strategies of workplace diversity that can be applied in organizational settings.	K.2
1.3	Understanding different practices in multi-cultural organizational settings.	K.3
2	Skills:	
2.1	Analyze and interpret the effect of diversity issues on the business environment.	S.1
2.2	Solve problems related workplace diversity across nations.	S.2
2.3	Investigate workplace diversity problems using technology.	S.4
2.4	Demonstrate written communication skills appropriate to diverse workplace issues.	S.5
3	Values:	
3.1	Exhibit accomplishment and excellent academic ethics in managing workplace diversity.	V.1
3.2	Independently make logical decisions supported by sound arguments and evidence(s) in managing diversity.	V.2
3.3	Demonstrate interactive teamwork in managing diversity-related issues.	V.3

C. Course Content

No	List of Topics	Contact Hours
1	Introduction to the Study of Diversity in Organizations	6
2	Legislation	6
3	Theories and Thinking About Diversity	6
4	Cross Cultural Diversity Management	6
5	Human resource management in Workplace Diversity	3
6	Making the Most of Diversity in Teams	3
7	Sex and Gender	6
8	Leadership in Internally Diverse Team	6
9	Managing workforce Diversity: Issues and Challenge	3
Total		45

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	Knowledge and Understanding		
1.1	Define the basic concepts and theories of Workplace Diversity in the national and global business environment.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Discussion)	Written Exams (T/FQ, MCQ, Short and Long essays)
1.2	Explain different terminology, theories, and strategies of workplace diversity that can be applied in organizational settings.		Written Exams (Short and Long essays) Written Assignments (essays, reports, and case studies)
1.3	Understanding different practices in multi-cultural organizational settings.		Written Exams (Short and Long essays, Case study) Written Assignments (Essays and Reports)
2.0	Skills		
2.1	Analyze and interpret the effect of diversity issues on the business environment.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Reflective Discussion) Interactive (Discussion, Role Playing, Cooperative learning)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies).
2.2	Solve problems related workplace diversity across nations.		Written Exams (Problem solving and case studies) Written Assignments (essay, reports, and case studies).
2.3	Investigate workplace diversity problems using technology.	Interactive (Brainstorming, Cooperative learning) Independent (Reports, projects, Assigned Questions)	Presentations (formal discussion individual and group) Projects
2.4	Demonstrate written communication skills appropriate to diverse workplace issues.	Interactive (Discussion, Brainstorming, Cooperative learning) Independent (Reports, projects, Homework, Assigned Questions)	Practical Assignments/ Projects

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
3.0	Values		
3.1	Exhibit accomplishment and excellent academic ethics in managing workplace diversity.	Role-playing, Group discussion, in-depth self-analysis exercise.	Projects and case studies.
3.2	Independently make logical decisions supported by sound arguments and evidence(s) in managing diversity.		
3.3	Demonstrate interactive teamwork in managing diversity-related issues.		Presentations (formal discussion individual and group) Projects and case studies.

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10
2	Homeworks/Assessments/Projects	During Semester	20
3	Midterm Exam	9	30
4	Final Exam	16	40

*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

F. Learning Resources and Facilities

1. Learning Resources

Required Textbooks	Bell, M-P. (2012). Diversity in organizations. Second Edition. Mason, OH: Cengage. ISBN-13: 978-1-111-22130-0 or ISBN-10: 1-111-22130-8.
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Internet resources, Lecture slides-video
Other Learning Materials	Magazines and Newspaper

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	Students	Indirect
Effectiveness of teaching and assessment.	Peer reviewer	Indirect
Course learning outcomes assessment.	Faculty members	Direct
Quality of learning resources	Students	Indirect

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

Evaluators (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

H. Specification Approval Data

Council / Committee	HRM DEPARTMENT COUNCIL - COB
Reference No.	
Date	APRIL 3, 2022

