



Course Specifications

Course Title:	HRM1322
Course Code:	Human Resource Diversity Management
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar AlUloom University

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A. Course Identification

1. Credit hours: 3 Hours
2. Course type
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" 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: Sixth / Third Year
4. Pre-requisites for this course (if any): HRM1312
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	Correspondence		
5	Other		

7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	Total	4

* The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

B. Course Objectives and Learning Outcomes

1. Course Description

This course explore 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

1. What is the main purpose for this course?

Upon completion of this course, students should be able to:

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.

2. Briefly describe any plans for developing and improving the course that are being implemented. (e.g. increased use of IT or web based reference material, changes in content as a result of new research in the field)

The students must be exposed to organizational setup by sending them to industries / corporate houses and also use case studies, role plays and group assignment

3. Course Learning Outcomes

CLOs		Aligned-PLOs
1	Knowledge:	
1.1	Define the basic principles, concepts of Workplace Diversity according to the requirement of national and global business environment.	K1
1.2	Discuss the importance of cross-cultural diversity for any organizational sustainable growth and its role in achieving goals.	K2
1.3	Explain different theories and strategies of workplace diversity that can be applied in organizational settings.	K3
1.4	Integrate decision making process into multi-cultural organizational settings to enhance human development in business environment.	K4 & K5
2	Skills:	
2.1	Analyze and interpret the effect of diversity issues on business environment.	S1
2.2	Solve problems related workplace diversity across nations.	S2
2.3	Critically evaluate workplace diversity management practices and its contribution to promote business ethics and corporate social responsibility.	S3
3	Competence:	
3.1	Demonstrate interactive group/individual skills in managing diversity related issues.	C1
3.2	Show leadership in pursuit of innovative and practical solutions for workplace diversity problems.	C2
3.3	Demonstrate entrepreneurial skills to implement and coordinate workplace diversity management practices.	C3
3.4	Apply Diversity management knowledge, quantitative analysis tools and problem-solving methodologies in HRM situations.	C4
3.5	Demonstrate information and communications technology in gathering, interpreting and communicating information and ideas related to workplace diversity.	C5
3.6	Demonstrate written and oral communication skills appropriate to diversity workplace issues.	C6

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		
1.1	Define the basic principles, concepts of Workplace Diversity according to the requirement of 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	Discuss the importance of cross-cultural diversity for any organizational sustainable growth and its role in achieving goals.		Written Exams (Short and Long essays) Written Assignments (essays, reports, and case studies)
1.3	Explain different theories and strategies of workplace diversity that can be applied in organizational settings.		
1.4	Integrate decision making process into multi-cultural organizational settings to enhance human development in business environment. .		
2.0	Skills		
2.1	Analyze and interpret the effect of diversity issues on 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)
2.2	Solve problems related workplace diversity across nations.		Written Assignments (essay, reports, and case studies).
2.3	Critically evaluate workplace diversity management practices and its contribution to promote business ethics and corporate social responsibility.		

3.0	Competence		
3.1	Demonstrate interactive group/individual skills in managing diversity related issues.	Interactive (Discussion, Brainstorming, Cooperative learning) Independent (Reports, projects, Homework, Assigned Questions)	Presentations (formal discussion individual and group) Practical Assignments/ Projects)
3.2	Show leadership in pursuit of innovative and practical solutions for workplace diversity problems.		
3.3	Demonstrate entrepreneurial skills to implement and coordinate workplace diversity management practices.		
3.4	Apply Diversity management knowledge, quantitative analysis tools and problem-solving methodologies in HRM situations.		
3.5	Demonstrate information and communications technology in gathering, interpreting and communicating information and ideas related to workplace diversity.		
3.6	Demonstrate written and oral communication skills appropriate to diversity workplace issues.		

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	Homework/Assessments/Projects	During semester	20%
3	Mid term	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). <i>Diversity in organizations</i> . 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 – will be distributed time to time depending upon topics covered during lecture sessions.
Electronic Materials	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	15/08/2019

