

School / Faculty: Federation Business School

Course Title: MANAGING DIVERSITY

Course ID: BSHSP2003

Credit Points: 15.00

Prerequisite(s): (BSHSP1013)

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 080307

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Distinguish between different leadership styles and describe the characteristics of effective leadership
- K2.** Compare and contrast the different theories of motivation
- K3.** Summarize the major principles and benefits of effective team work
- K4.** Outline the key features of current, relevant legislation as it applies to workforce diversity
- K5.** Debate the merits and challenges of a diverse workforce

Skills:

- S1.** Integrate knowledge of leadership, motivation, teamwork and diversity into the building of a positive workplace culture
- S2.** Evaluate individual and team performance and identify opportunities for improvement and development
- S3.** Critically review workplace diversity policies and make recommendations for improvements
- S4.** Develop plans that seek to foster respect for a diverse workplace, and its benefits to an organisation's reputation and success

Application of knowledge and skills:

Course Outline (Higher Education)

BSHSP2003 MANAGING DIVERSITY

- A1.** Independently develop, communicate and lead strategies and plans that focus on the motivation and development of individuals and teams
- A2.** Blend knowledge of leadership and diversity issues to create a diverse workforce that meets legislative requirements and maximizes organizational performance

Course Content:

Topics may include:

- Roles and functions of managers and leaders
- Characteristics of effective leaders
- Teamwork principles
- Motivation theories
- Characteristics of a diverse workforce
- Cross-cultural communication
- Ageism and people with a disability
- Promoting the benefits of diversity
- Legal and ethical issues

Values and Graduate Attributes:

This course will help students to develop values and attributes that will enable them to:

Values:

- V1.** Increase the numbers of - and gain advantage from - employees from diverse backgrounds
- V2.** Be valued highly by employers for their ability to model contemporary management and leadership styles and attitudes

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Course Outline (Higher Education)

BSHSP2003 MANAGING DIVERSITY

Attribute	Brief Description	Focus
Knowledge, skills and competence	Students will build confidence as they develop their knowledge and skills in the management of others.	Low
Critical, creative and enquiring learners	This course will develop the student's ability and confidence to reflect on and overcome their own prejudices	Medium
Capable, flexible and work ready	Students will become attuned to contemporary social and cultural issues and their impact on workforce management	High
Responsible, ethical and engaged citizens	This course will have a strong focus on developing the student's respect for people from diverse social and cultural backgrounds	High

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1 S1	Explore the difference between leadership and management	Essay or report or case study and/or presentation	20 - 30%
K3 - K5 S1 - S4 A1, A2	Analysis of successful businesses with diverse workforces	Report and/or case study and/or presentation	30 - 40%
K1 - K5 S2, S3	Examination to assess attainment of required learning outcomes	Examination	30 - 40%

Adopted Reference Style:

APA