





The version you're consulting is not final. This course description may change. The final version will be published on 1st June.

5.00 credits

30.0 h

Q1

Language :	English
Place of the course	Louvain-la-Neuve
Prerequisites	<ul style="list-style-type: none"> <li>• Management humain</li> </ul>
Main themes	<p>In organizations, a wide diversity of people have to work together. They differ in terms of gender, ethnicity, professional specialization, sexuality, age, nationality, education, religion, social class, etc. These differences are bound to affect the processes of organizing. In this course we will focus on theories and practices of dealing with diversity in organizations.</p> <p>In this course you will:</p> <ul style="list-style-type: none"> <li>• Explore the role of differences between individuals in organizations;</li> <li>• Gain a complex understanding of the theory and practice of diversity in the workplace;</li> <li>• Enhance your understanding of managing differences;</li> <li>• Reflect on the consequences of a diverse workforce</li> </ul>
Learning outcomes	<p><b>At the end of this learning unit, the student is able to :</b></p> <p>At the end of this learning unit, the student is able to :</p> <ul style="list-style-type: none"> <li>• Master a body of knowledge in the domain of diversity in organizations that is grounded in multiple disciplines</li> <li>• Analyze contemporary organizational practices and their differential impact on employees with various socio-demographic identities</li> <li>• Understand how organizations can develop strategies or improve their approach towards the management of diversity</li> <li>• Reflect critically on organizations' current approach to diversity management and the implications this has for the wellbeing and career opportunities of 'diverse' employees</li> </ul>
Evaluation methods	Group assignment (50%) Individual assignment (50%)
Teaching methods	We will apply different teaching methods such as lectures, case studies, videos, readings and group discussions
Content	<p><i>This teaching unit covers, among other themes...</i></p> <p>What is diversity and inclusion (D&amp;I)?                      Biases, stereotypes, social categorization                      Business case perspective on diversity management                      Ethical perspective on diversity management                      Inequalities in organizations                      Diversity in practice</p>
Bibliography	This course consists of slides and scientific articles
Faculty or entity in charge	CLSM

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Management	<a href="#">GESM2M</a>	5		
Master [60] in Management	<a href="#">GESM2M1</a>	5		
Master [120] in Management	<a href="#">GEST2M</a>	5		
Master [120] in Human Resources Management	<a href="#">GRH2M</a>	5		
Master [120] in Motor Skills: Physical Education	<a href="#">EDPH2M</a>	5		