

**COURSE OUTLINE—NEW COURSE FOR BAS SUPERVISION AND
ORGANIZATIONAL MANAGEMENT
LBS4154—WORKERS AND DIVERSITY**

I. COURSE NUMBER AND TITLE

LBS4154 Workers & Diversity

II. COURSE DESCRIPTION

LBS4154 is a 3 credit hour course addressing workforce participation of women and minorities as well as the historical position of these groups in the labor force. The social phenomena that contribute to discriminatory practices and the policies that attempt to address these issues are studied.

III. RATIONALE

The Bachelor of Applied Science in Supervision and Organizational Management (BAS SOM) program is designed to equip students with technical and applied management skills, enabling them to enhance the productivity and efficiency of organizations. LBS4154 is a required course for completion of the Human Resource Management concentration in the BAS SOM program and will introduce students to managing the globalized workforce diversity. Students will enroll in this course during their second year in the program.

IV. IMPACT ASSESSMENT

This is a required course for students focusing in the Human Resource Management concentration. Prerequisites: MAN3930, at minimum an AA or AS degree, college admission requirements, and admission to the SOM degree program, or with departmental permission. The course will require additional course loads for existing faculty or the hiring of part-time faculty.

V. COURSE LEARNING OUTCOMES (SOM Program Outcome)

1. Evaluate problems and solutions that have arisen from management experience of a changing workforce, including the exploration of emerging styles of leadership among people of diverse cultural backgrounds. (HR #1)

VI. GENERAL OBJECTIVES OF THE COURSE

1. Evaluate different organizational strategies of diversity

2. Examine issues related to managing diversity
3. Make value choices using ethical behavior related to managing diversity
4. Analyze cultural and social differences as they pertain to management

VII. TOPICAL OUTLINE

1. Diversity Legislation in a Global Perspective
2. Discrimination, Equality, and Fairness in Employment
3. Global Demographic Trends: Impact on Workforce Diversity
4. Socioeconomic Transitions: The New Realities of the Global Workforce
5. Defining Diversity in a Global Context: Prejudice and Discrimination
6. Theoretical Perspectives on Diversity and Exclusion in the Workplace
7. Culture and Communication in the Global Workplace
8. Interpersonal Relationships in a Global Work Context
9. Diversity Management: Paradigms, Rationale, and Key Elements
10. An Overview of the Inclusive Workplace Model: Managing the Globalized Workforce Diversity
11. The Inclusive Workplace: Inclusion through Diversity within the Work Organization
12. The Inclusive Workplace: Inclusion through Corporate-Community Collaborations
13. The Inclusive Workplace: Inclusion through State/National Collaborations
14. The Inclusive Workplace: Inclusion through International Collaborations
15. Toward a Globally Inclusive Workplace: Putting the Pieces Together

VIII. SUGGESTED METHODS OF INSTRUCTION

1. Lecture
2. Case studies
3. Online resources

IX. SUGGESTED METHODS OF EVALUATION

1. Quizzes
2. Individual projects
3. Class discussions
4. Exams

X. TEXTBOOK

Mor-Barak, MiChalle. 2013. *Managing Diversity: Toward a Globally Inclusive Workplace*. 3rd ed, Sage Publications, ISBN: 9781452242231.