



**SYMBIOSIS COLLEGE OF ARTS & COMMERCE**  
**An Autonomous College | Under Savitribai Phule Pune University**  
**Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence**

<b>COURSE TITLE</b>		<b>Workforce Diversity</b>
<b>Paper Number (In case of Specialization)</b>		<b>HRM HONOURS CORE III</b>
<b>Course Learning Outcomes:On successful completion of the module students will be able to:</b>  1.To familiarize the learners with the strategies to deal with work force diversity 2.To be able to interlink between workforce diversity and HRM functions		
<b>Gist of this course in maximum 3 to 4 lines</b>		The course enlightens the students about the importance of learning workforce Diversity. The module shall lead students to increased cultural understanding. Students will be better prepared for diverse workplace and interact better with people from different cultures and social groups.
<b>Detailed syllabus</b>		
<b>Unit</b>	<b>CONTENTS OF THE COURSE</b>	<b>No. of Lectures</b>
<b>1.</b>	<b>Workforce Diversity - An Overview Meaning of Workforce.</b> 1.1 Workforce Diversity - Meaning, Features and Significance, 1.2 Dimensions of Workforce Diversity, Advantages and Limitations of having a diverse workforce, 1.3 Positive and Negative effects of workforce diversity in workplace	<b>15</b>
<b>2.</b>	<b>Workforce Diversity and HRM Functions</b> 2.1 Steps to Recruiting and Retaining a Diverse Workforce, 2.2 Workforce Diversity and HRM Functions – Diversity and Recruitment, Diversity and Supervision, Diversity and Training, Diversity and Compensation, Diversity and Performance Management, Diversity and Work life Balance 2.3 Role of Recruiter in Hiring Diversified Workforce, 2.4 Workforce Diversity – Key to Organizational Performance, 2.5 Workforce Diversity as a Determinant of Sustainable Competitive Advantage	<b>12</b>
<b>3.</b>	<b>Strategies to Manage Diversity</b> 3.1 Organizational Strategies for Managing Workforce Diversity – Workplace Inclusion, 3.2 Strategies through Corporate Leadership, 3.3 Diversity Training and Mentoring	<b>13</b>

	3.4 Diversity Management Programmes – Concept, Corporate Culture and Diversity at workplace, 3.5 Techniques of Managing Work Force Diversity, Approaches to Diversity Management System	
4.	<b>Issues in Managing Diversity and Recent Trends</b> 4.1 Best Practices in Achieving Workforce Diversity, 4.2 Diversity and Multi-culturism, Global workforce diversity management, 4.3 Recent Trends of Diversity, 4.4 Role of Technology in Handling Workforce Diversity, 4.5 Workforce Diversity Management for Creativity and Innovation, 4.6 Ethical and Legal Issues in Managing Diversity	12
	<b>Total Number of Lectures</b>	<b>54</b>
<b>Suggested Reference Books:</b> <ol style="list-style-type: none"> <li>1. Dessler Gary, A Framework for Human Resource Management, Pearson Publication, 7th Edition.</li> <li>2. Handbook of Research on Workforce Diversity in a Global Society, edited by Scott, Chaunda L.</li> <li>3. Diversity in the Workforce: Current Issues and Emerging Trends edited by Marilyn Y. Byrd, Chaunda L. Scott</li> <li>4. Managing Diversity: Human Resource Strategies for Transforming the Workplace Ellen Ernst Kossek, Sharon A. Lobel</li> </ol>		