

HCM545 Diversity and the Changing Workforce

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

In an increasingly globalised and connected world, workforces are becoming increasingly diverse. HCM545 Diversity and the Changing Workforce examines this enhanced diversity in all its forms, from race and ethnicity to age and geographical origin, and equips students to manage and lead diverse teams and organisations. Adopting a pluralist approach, the course reinforces the values of tolerance and respect while enhancing students understanding and appreciation of intergroup differences. The course will also tackle issues of discrimination and adverse impact, enabling students to reduce bias and enhance equality of opportunity in their own companies.

Although anchored in the Singapore context, the course adopts a truly global perspective, examining diversity trends affecting various nations and regions, with a particular emphasis on the ageing workforce. The course will also examine specific regional issues in diversity management such as affirmative action in Malaysia and low female workforce participation in Japan.

Topics:

- Introduction to diversity and diversity theories
- Employment legislation and guidelines in Singapore and the wider region
- Race and ethnicity
- Sex, gender, and sexual orientation
- Religious diversity
- Diversity of age
- Differences in ability
- Nationality, immigration, and expatriatism
- Appearance, family responsibility, pregnancy, and genetics
- Contingent and flexible work
- Team diversity
- Subconscious and implicit bias

Learning Outcome:

- Discuss theories and approaches to diversity in organisations.
- Appraise the differing needs of groups across various social, cultural, and physical dimensions.
- Analyse the role played by the human capital function in serving individuals, disadvantaged groups, and the wider community.
- Create diversity and inclusion initiatives and activities that foster an inclusive organisational culture.
- Design human capital policies and practices that cater to the needs of different employee groups.
- Evaluate human capital policies and practices for potential bias and adverse impact.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
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PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
DISCUSSION BOARD	5
TUTOR-MARKED ASSIGNMENT	40
Sub-Total	50

Examinable Component	Weightage (%)
ECA	50
Sub-Total	50

Weightage Total **100**