

Cultural Diversity at Work Place (DSE)

1. Module 1: Introduction to Diversity

- Apply knowledge of the evolution of diversity management in organizations
- Analyze the advantages of diversity in the workplace
- Evaluate characteristics of diversity and its impact on organizational culture
- Demonstrate an understanding of the challenges and issues in diversity management
- Compare and contrast cultural diversity in global organizations

2. Module 2: Exploring Differences

- Evaluate the concept of prejudice, discrimination, dehumanization, and oppression
- Compare and contrast sources of identity and their influence on workplace dynamics

3. Module 3: Visions of Diversity and Cross Cultural Management

- Analyze models and visions of diversity in society and organizations
- Evaluate frameworks in cross-cultural management such as Kluckhohn and Strodtbeck, Hofstede's Cultural Dimensions, Trompenaars' Dimensions, Schwartz Value Survey, and the GLOBE study

4. Module 4: Skills and Competencies

- Develop skills and competencies for working in multicultural teams and workplaces
- Assess and implement organizational change for diversity and inclusion
- Design diversity strategies for creating multicultural organizations

5. Module 5: Recent Trends in Diversity Management

- Analyze emerging workforce trends and their impact on diversity management
- Evaluate the challenges and issues of managing multicultural teams
- Analyze the impact of global demographic trends on diversity management in the workplace
- Evaluate diversity management strategies in IT organizations
- Analyze and apply contemporary issues in workplace diversity from a social psychological perspective.