



MACKENZIE PRESBYTERIAN UNIVERSITY

Centre for Applied and Social Science
Graduate Program in Business Management



Discipline: Diversity Inclusive Management

Discipline code: ENST10286

Workload: 48 hs

Credits: 04

Syllabus: Characterization of multicultural organizations. Understanding contemporary global sociodemographic changes. Diversity study based on interdisciplinary theoretical background. Analysis of different theoretical perspectives on diversity and inclusion in the organizational context. Methodological and epistemological aspects in research on diversity and inclusion. Examination of questions about black people's and women's careers. Discussion on populational ageing and ageism in the organizational context.

Assessment criteria: The course completion evaluation considers the following aspects:

Course completion work in the format of scientific paper: 50% of final grade.

Weekly activities: 20% of final grade

Thematic seminar: 20% of final grade

Participation and discussion in class: 10% of final grade

BIBLIOGRAPHY

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MOR BARAK, M. E. (2015). Inclusion is the Key to Diversity Management, but What is Inclusion? Human Service organization. *Management, Leadership & Governance*. 39(2), p. 83-88.

NG, T.W.H.; FELDMAN, D.C. (2013). A meta-analysis off the relationship of age and tenure with innovation-related behavior. *Journal of Occupational and Organizational Psychology*. 86, 585-616.

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