



**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**

BRIMHALL, K. C.; LIZANO, E. L.; MOR BARAK, M. E. (2014). The mediating role of inclusion: A longitudinal study of the effects of leader-member exchange and diversity climate on job satisfaction and intention to leave among child welfare workers. *Children and Youth Services Review*, 40, 79–88.

FERDMAN, B. M. (2017). Paradoxes of inclusion: Understanding and managing the tensions of diversity and multiculturalism. *The Journal of Applied Behavioral Science*, 53(2), 235–263.

FERDMAN, B.F.; DEANE, B.R. (2014). *Diversity at work: the practice of inclusion*. San Francisco, CA: Jossey-Bass. 2014.

GHORASHI, H.; SABELIS, I. (2013). Juggling difference and sameness rethinking strategies for diversity in management. *Scandinavian journal of management*. 29, 78-26.

JANSEN, W.S.; OTTEN, S.; VAN DER ZEE, K.; JANS, L. (2014). Inclusion: Conceptualization and measurement. *European Journal of Social Psychology*. 44, 370–385.

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.

NISHII, L.H. (2013). The benefits of climate for inclusion for gender-diverse groups. *Academy of Management Journal*. 56(6), 1754–1774.

PALMORE, E. B. (1999). *Ageism: Negative and Positive*. New York: Springer Publishing Company, 1999.

QIN, J.; MUENJOHN, N.; CHLETRI, P. (2014). A review of diversity conceptualization: variety, trends, and a framework. *Human Resource Development Review*. 13(2), 133 –157.

SCHWAB, A.; WERBEL, J. D.; HOFMANN, H.; HENRIQUES, P.L. (2016). Managerial Gender Diversity and Firm Performance: An Integration of Different Theoretical Perspectives. *Group & Organization*.