

**Revised Syllabus of Courses of Bachelor of Management Studies
(BMS) Programme at Semester VI
with effect from the Academic Year 2018-2019**

**Elective Courses (EC)
Group C: Human Resource Electives**

4. Workforce Diversity

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1	Workforce Diversity - An Overview	15
2	Workforce Diversity and HRM Functions	15
3	Strategies to Manage Diversity	15
4	Issues in Managing Diversity and Recent Trends	15
Total		60

Objectives

SN	Objectives
01	To understand the nature of workforce diversity
02	To familiarize the learners with the strategies to deal with work force diversity
03	To understand the impact of technology in managing workforce diversity
04	To be able to interlink between workforce diversity and HRM functions

Sr. No.	Modules / Units
1	Workforce Diversity - An Overview
	<ul style="list-style-type: none"> • Meaning of Workforce • Workforce Diversity - Meaning, Features and Significance • Dimensions of Workforce Diversity • Advantages and Limitations of having a diverse workforce • Positive and Negative effects of workforce diversity in workplace
2	Workforce Diversity and HRM Functions
	<ul style="list-style-type: none"> • Steps to Recruiting and Retaining a Diverse Workforce • 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 • Role of Recruiter in Hiring Diversified Workforce • Workforce Diversity – Key to Organizational Performance • Workforce Diversity as a Determinant of Sustainable Competitive Advantage
3	Strategies to Manage Diversity
	<ul style="list-style-type: none"> • Organizational Strategies for Managing Workforce Diversity –Workplace Inclusion Strategies through Corporate Leadership, Diversity Training and Mentoring • Diversity Management Programmes - Concept • Corporate Culture and Diversity at workplace • Techniques of Managing Work Force Diversity • Approaches to Diversity Management System
4	Issues in Managing Diversity and Recent Trends
	<ul style="list-style-type: none"> • Best Practices in Achieving Workforce Diversity • Diversity and Multi-culturism • Global workforce diversity management • Recent Trends of Diversity • Role of Technology in Handling Workforce Diversity • Workforce Diversity Management for Creativity and Innovation • Ethical and Legal Issues in Managing Diversity