

# University of Pretoria Yearbook 2016

## Management of diversity 700 (BED 700)

<b>Qualification</b>	Postgraduate
<b>Faculty</b>	<a href="#">Faculty of Economic and Management Sciences</a>
<b>Module credits</b>	12.00
<b>Programmes</b>	<a href="#">BComHons Human Resources Management</a>
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	1 lecture per week
<b>Language of tuition</b>	English
<b>Academic organisation</b>	Human Resource Management
<b>Period of presentation</b>	Semester 2

### Module content

- The extent of diversity;
- Paradigm shifts in the development of the historically disadvantaged employees;
- Organisation effectiveness by means of management of diversity;
- Awareness and acceptance of unique and similar characteristics;
- Female employees; Indian employees; employees with disabilities; homosexual employees; Eurocentric employees; Afrocentric employees;
- Unique cultural values;
- Preparing the organisation for diversity management;
- Phasing in of historically disadvantaged employees in the organisation;
- Employment Equity legislation;
- Compiling and maintaining an Employment Equity plan;
- Maintaining a diversity climate and
- Monitoring and evaluating the diversity management process.

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