



University of Pretoria Yearbook 2018

Management of diversity 700 (BED 700)

Qualification	Postgraduate
Faculty	Faculty of Economic and Management Sciences
Module credits	12.00
Programmes	BComHons Human Resource Management
Prerequisites	No prerequisites.
Contact time	1 lecture per week
Language of tuition	Module is presented in English
Department	Human Resource Management
Period of presentation	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
- Monitoring and evaluating the diversity management process.

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