

# University of Pretoria Yearbook 2018

## 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 Resource Management</a>
<b>Prerequisites</b>	No prerequisites.
<b>Contact time</b>	1 lecture per week
<b>Language of tuition</b>	Module is presented in English
<b>Department</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
- Monitoring and evaluating the diversity management process.

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