

Module specification

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Module Code	ONLM708
Module Title	Diversity and Employee Engagement
Level	7
Credit value	15
Faculty	Wrexham Business School
HECoS Code	100079
Cost Code	GABP
Pre-requisite module	N/A

Programmes in which module to be offered

Programme title	Core/Optional/Standalone
MSc Management & Leadership (Online)	Core

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support hours	0 hrs
Supervised learning hours e.g. practical classes, workshops	0 hrs
Project supervision hours	0 hrs
Active learning and teaching hours total	15 hrs
Placement hours	0 hrs
Guided independent study hours	135 hrs
Module duration (Total hours)	150 hrs

Module aims

This Module equips you with a thorough understanding of the advantages and challenges presented by workplace diversity, suggesting techniques to manage effectively and maximize the benefits of diversity. You will be guided through a comprehensive understanding of effectively managing diversity in organisations. In addition, you will analyse data in ways that facilitate the development and evaluation of human resource (HR) policies, practices, and strategies. Having an engaged workforce improves organisational productivity, because engaged employees are involved in, enthusiastic about, and committed to their work and workplace. It is critical for managers to understand the human resource management practices that facilitate employee engagement as well as how to conduct a competent workforce survey and use the data to assess and maintain/improve employee engagement

Module Learning Outcomes

At the end of this module, students will be able to:

1	Critically evaluate the impact and significance of diversity and engagement on organisational success and discuss ways in which this can be improved.
2	Judge the efficacy of diversity and engagement plans by conducting a comprehensive evaluation and proposing solutions for areas of improvement.
3	Applying academic research construct an inclusive and equitable policy framework that addresses issues related to diversity and engagement.
4	Design a study utilizing advanced data analysis techniques to measure the impact of diversity and engagement on various organisational outcomes.
5	Formulate a comprehensive diversity and engagement plan that incorporates best practices and aligns with organisational goals and values and considers all aspects of ethical diversity within a business context.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1:

Learners are to prepare an academic presentation, critically evaluating the impact and significance of diversity and engagement on organisational success, followed by a comprehensive plan evaluating and proposing suggested solutions for areas of improvement

Assessment 2:

Taking lead from assignment 1, learners are to write a follow up executive report justifying the utilisation of data analysis techniques to measure the impact of diversity and engagement on variety of organisational outcomes, followed by the development of an inclusive and equitable policy framework that addresses issues related to diversity and engagement, alongside a plan that incorporates best practices and aligns with organisational goals and values

Assessment number	Learning Outcomes to be met	Type of assessment	Duration/Word Count	Weighting (%)	Alternative assessment, if applicable
1	1, 2	Presentation	750	40	N/A

2	3, 4, 5	Written Assignment	2250	60	N/A
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Derogations

None

Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. Online material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a helpline for additional support and chat facilities through Canvas for messaging and responding.

Welsh Elements

Every student has the right to submit written work or examinations in Welsh. All Welsh speaking students have the right to a Welsh speaking tutor. Elements of the Welsh language and culture will be embedded throughout the module where possible.

Indicative Syllabus Outline

What is diversity, inclusion and engagement
The role of change management
Contemporary theory and frameworks
Managing diversity effectively
Employee engagement
The legal framework for diversity
Organisation policies and procedures
Managing data driven diversity for organisational performance

Indicative Bibliography

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads:

Human Resource Management Journal
International Journal of Business and Globalisation
International Journal of Business and Management



International Journal of Corporate Social Responsibility
International Trade Journal
Journal of Business and Management
Journal of Business Research
Journal of Business Strategy
Journal of International Economics
The International Journal of Human Resource Management

Other indicative reading:

Armstrong, M. and Taylor, S. (2020), *Armstrong's Handbook of Human Resource Management Practice*, (15th edn), Kogan Page, London

Torrington, D. (2017), *Human Resource Management*, (10th edn), Pearson Education Ltd., Harlow

Administrative Information

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Initial approval date	29/7/2024
With effect from date	Sept 2024
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