

Module specification

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Refer to guidance notes for completion of each section of the specification.

Module Code	ONLM708
Module Title	Diversity and Employee Engagement
Level	7
Credit value	15
Faculty	FSALS
HECoS Code	100079
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc Management & Leadership	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	15 hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

For office use only	
Initial approval date	29 th July 2024
With effect from date	September 2024
Date and details of revision	
Version number	1

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:

Formative Assessment

Formative assessment for this module may include:



End of lesson questions or quizzes, to check knowledge at the end of each unit and module, feedback on subject discussion forums, sharing experiences in groups, self and peer assessment and one-minute papers, to demonstrate understanding and progress of subject knowledge, and improve learning.

Summative Assessment

Assignment 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. (Indicative word count – 750 words).

Assignment 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. (Indicative word count – 2,250 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Presentation	40%
2	3, 4, 5	Written Assignment	60%

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 of 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.



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. Please *ensure correct referencing format is being followed as per University Harvard Referencing Guidance.*

Essential Reads

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

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