



LUND
UNIVERSITY

Faculty of Social Sciences

SEMA53, Diversity Management, 7.5 credits *Diversity Management, 7,5 högskolepoäng* First Cycle / Grundnivå

Details of approval

The syllabus was approved by the board of the Department of Service Studies on 2023-03-01 to be valid from 2023-10-27, autumn semester 2023.

General Information

The course is offered as a stand-alone course.

The course is offered in semester five on the Bachelor's programme in Service Management (SGSEM), 180 credits.

Language of instruction: English

Main field of studies

Service Management

Depth of study relative to the degree requirements

G2F, First cycle, has at least 60 credits in first-cycle course/s as entry requirements

Learning outcomes

For a Pass on the course, the students shall be able to:

Knowledge and understanding

- understand, explain and account for central and current theories of equality and diversity from organisational and management perspective,
- discuss and reflect on equality and diversity from different theoretical perspectives, and
- understand how social processes and organisational perspectives influence equality and diversity in service organisations.

Competence and skills

- discuss, reflect and analyse equality and diversity and its importance to service organisations,
- reflect on and discuss equality and diversity based on different conditions and

- social processes in organisations,
- analyse social processes in organisations that influence diversity and equality, and
- independently communicate and provide arguments for their analyses and conclusions, both orally and in writing.

Judgement and approach

- show a critically reflective approach to the organisational and societal importance of equality and diversity work.

Course content

The aim of the course is to develop the student's knowledge of equality and diversity with a special focus on intersectionality. The course contains central theories and perspectives on diversity and equality. The course addresses how equality and diversity work is organised, developed and run in different types of service organisations. These efforts reflect issues around individual situations and needs, which makes it doubly important to be able to understand and think critically about gender, ethnicity, sexuality, age, functional impairment etc. The course gives space for both the critical analysis of organisational equality and diversity issues, as well as the application of theoretical tools to understand these.

Course design

Teaching consists of lectures and seminars.

Participation in seminars and guest lectures is compulsory. Compensation or alternative dates for compulsory components are offered to students who, for legitimate reasons e.g. accidents, sudden illness or similar, are unable to carry out the compulsory components. This also applies to students who have missed teaching because of activities as a student representative.

Assessment

Assessment of the course is based on the following:

- Individual oral examination (2.5 credits)
- Individual written examination (5 credits)

The course includes opportunities for assessment at a first examination, a re-examination close to the first examination and a second re-sit for courses completed in the past year (catch-up exam). Within a year after a major change to the course or its cancellation, at least two further opportunities for assessment are offered on the same course content. After this, further re-examination opportunities are offered but in accordance with the current course syllabus.

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

Subcourses that are part of this course can be found in an appendix at the end of this document.

Grades

Marking scale: Fail, Pass, Pass with distinction.

For a grade of Pass, the student must fulfil the learning outcomes specified for the course. For a grade of Pass with Distinction, the intended learning outcomes must be well met. Module 2301 is an exception to the grading scale above. The grades awarded for this component are Pass or Fail.

For a grade of Pass with Distinction on the course, the student must have obtained the grade of Pass with Distinction on module 2302.

At the start of the course, students are informed about the learning outcomes stated in the syllabus and about the grading scale and how it is applied in the course.

Entry requirements

To be admitted to the course, students must satisfy the general admission requirements and have successfully completed at least 60 credits.

Subcourses in SEMA53, Diversity Management

Applies from H23

- 2301 Individual Oral Exam, 2,5 hp
Grading scale: Fail, Pass
- 2302 Individual Written Exam, 5,0 hp
Grading scale: Fail, Pass, Pass with distinction