



Subject card

Subject name and code	Diversity management in business, PG_00072158						
Field of study	Engineering Management						
Date of commencement of studies	October 2025	Academic year of realisation of subject			2026/2027		
Education level	first-cycle studies	Subject group			Optional subject group		
Mode of study	Full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	3	ECTS credits			2.0		
Learning profile	general academic profile	Assessment form			assessment		
Conducting unit	Department of Human Capital -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology						
Name and surname of lecturer (lecturers)	Subject supervisor	dr Katarzyna Stankiewicz					
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours		Self-study	SUM	
	Number of study hours	30	5.0		15.0	50	
Subject objectives	to prepare students to understand and leverage diversity in organizations by exploring its social and psychological determinants, as well as by developing skills in managing culturally, generationally, and competently diverse teams in a business context.						
Learning outcomes	Course outcome	Subject outcome			Method of verification		
	[K6_K02] is prepared to make competent and ethical decisions to create and maintain economic, social, and environmental values, demonstrating entrepreneurial actions.	makes informed, competent, and ethical decisions in the area of diversity management within an organization, taking into account economic, social, and environmental aspects. They demonstrate an entrepreneurial attitude by initiating and supporting activities that foster inclusion and build sustainable organizational value			[SK1] Assessment of group work skills		
	[K6_U03] collaborates with others in solving interdisciplinary problems.	collaborates effectively in diverse teams when solving interdisciplinary problems, applying knowledge of diversity management as well as communication and conflict resolution skills.			[SU1] Assessment of task fulfilment		

Subject contents	<p>Course content – exercises</p> <p>BLOCK 1: Introduction to Diversity Issues Concept and dimensions of diversity The importance of diversity in business activities Diversity as an organizational resource and challenge Examples of applications in business practice</p> <p>BLOCK 2: Psychological Determinants of Diversity Mechanisms of stereotype and prejudice formation Social divisions (us vs. them) Cognitive biases in evaluating others Unconscious bias</p> <p>BLOCK 3: Social Contexts of Diversity Socio-cultural, demographic, economic, and legal determinants of diversity Inclusion and mechanisms of exclusion</p> <p>BLOCK 4: The Importance of Diversity for Business The impact of diversity on organizational effectiveness: diversity of cognitive styles, neurodiversity, generational and cultural diversity, gender equality, etc. Diversity in the context of ESG and social responsibility</p> <p>BLOCK 5: Functioning of Diversity in Teams Collaboration, conflict, and the dynamics of building effective teams</p> <p>BLOCK 6: Managing Diversity in Business Practice Strategies, models, and tools of Diversity, Equity & Inclusion (DEI) policies Implementation barriers and best practices The role of the leader in diversity management Communication in diversity management</p> <p>BLOCK 7: Diversity in an International Perspective Specific characteristics of diversity in Poland European approaches regulations and standards Practices of global enterprises</p>											
Prerequisites and co-requisites												
Assessment methods and criteria	<table border="1"> <thead> <tr> <th data-bbox="453 1312 794 1344">Subject passing criteria</th> <th data-bbox="799 1312 1141 1344">Passing threshold</th> <th data-bbox="1145 1312 1485 1344">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="453 1350 794 1382">semester project</td> <td data-bbox="799 1350 1141 1382">60.0%</td> <td data-bbox="1145 1350 1485 1382">70.0%</td> </tr> <tr> <td data-bbox="453 1388 794 1420">Active participation in class</td> <td data-bbox="799 1388 1141 1420">60.0%</td> <td data-bbox="1145 1388 1485 1420">30.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	semester project	60.0%	70.0%	Active participation in class	60.0%	30.0%
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Recommended reading	Basic literature	<p>Mor Barak, M. (2022) Managing Diversity: Toward a Globally Inclusive Workplace</p> <p>Hays - Thomas, R. (2022) Managing Workplace Diversity, Equity, and Inclusion: A Psychological Perspective.</p> <p>Dobbin, F., Kalev, A. (2022) Getting to Diversity: What works and what Doesn't</p>										
	Supplementary literature	<p>Meyer, E., (2023), The Culture Map: Breaking Through the Invisible Boundaries of Global Business</p> <p>Mesquita, B. (2023), Between us: how culture create emotions</p> <p>Nisbett, R.E. (2022) the geography of Thought. How Asian and Westerns Think diferently</p>										

	eResources addresses	
Example issues/ example questions/ tasks being completed	Analysis and/or development of a solution to a diversity-related problem in a business context	
Practical activities within the subject	Not applicable	

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