



Subject card

Subject name and code	Diversity management in business, PG_00072171						
Field of study							
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			English		
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_W03] knows reliable sources of information and utilizes advanced knowledge to explain contemporary management issues.	The student knows and understands reliable sources of information and applies advanced knowledge in the field of diversity management to explain and interpret contemporary business and management challenge			[SW3] Assessment of knowledge contained in written work and projects		

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 1308 794 1339">Subject passing criteria</th> <th data-bbox="799 1308 1141 1339">Passing threshold</th> <th data-bbox="1145 1308 1490 1339">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="453 1346 794 1377">semester project</td> <td data-bbox="799 1346 1141 1377">60.0%</td> <td data-bbox="1145 1346 1490 1377">70.0%</td> </tr> <tr> <td data-bbox="453 1384 794 1415">Active participation in class</td> <td data-bbox="799 1384 1141 1415">60.0%</td> <td data-bbox="1145 1384 1490 1415">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 differently</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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