

## Workplace Quality of Life and Diversity Management



### SCHOOL

IAE School of Management



### CAMPUS

Saint-Serge



### LEVEL

2nd year Master's degree



### OPEN TO EXCHANGE STUDENTS

Yes



### SEMESTER

Spring (S2)

> **Degree course:** International Human Resource Management

> **Teaching unit:** UE 24 Corporate Social Responsibility

> **Course language:** English

> **Duration (hours):** 24

> **ECTS:** 3

> **Teacher(s):** Damien Leduc and Rapha l Torfs

#### > **Assessment:**

Continuous assessment

Final exam

#### > **Teaching methods:**

Lecture course 24 hours

Tutorial course hours

Practical work hours

Case study

Project

## COURSE DESCRIPTION

Part 1: Workplace Quality of Life (Damien Leduc)

- The context and stakes of the Workplace Quality of Life, with a specific overview as for the French context - 3 hours.

- The main concepts and methodologies supporting a WPQL strategy - 6 hours.

- From definition to action: how do companies structure their WPQL action plan - 3 hours.

- Group and individual exercises.

Part 2: Managing Diversity (Rapha l Torfs)

- Introducing diversity: What it is, how it can be structured, Presenting some models.

- Factors of diversity: Perception, environment, respect, triangle of diversity.

- Diversity & companies: Business case & Social case, some legal background, from non-discrimination to diversity management, people side (MBTI example etc.).

- Implementing Diversity: building a diversity business plan.

- HR & diversity: HR challenges with changing workforce (generations example), HR main processes.

- Group exercise & presentation.

Teaching methods: Individual and collective brainstorming, Interactive exercises, group work and presentations.

Assessment: Managing diversity: Written Test (50%), WQL: teamwork and individual work (50%)

## OBJECTIVES

This is an in-depth course on CSR applied to HRM practices.

1. Give insight on the notions of workplace quality of life and diversity management as well as the impact these can have on the business and organizations

2. Help the student to have some self-reflection on how diverse they are, understand the filters they created so far and how they can act on them.

3. Identifying which are the main prerequisites for a strategic deployment within an organization.

4. Designing appropriate action plan, referring to case studies and group exercises provided by the Professors

## PREREQUISITES

The basics about CSR, which are taught in the Master 1 MCI programme.

## SELECTIVE BIBLIOGRAPHY

Websites: Anact website / World health organization website

#1 GRH et gestion de la diversit : A. Cornet, P. Warland, #2 Oxford Handbook of Diversity in Organizations, #3 Cultural Diversity in Organizations: Theory, Research & Practice, T. Cox Jr., #4 Le Management du travail, P. CONJARD, Editions Anact, #5 Quality of Life and of Working Life: Conceptions and Research, J. Ruzevicius, 08/2014