

## Short Form Unit Details

## Appendix 5

Unit Title	HRD for Diversity
Level	2
Reference No. (showing level)	MHR-2-D4D
Credit Value	1 CAT point
Student Study Hours	Contact hours: 36 Student managed learning hours: 84
Pre-requisite learning	Organisational Behaviour
Co-requisites	Ethical Practice
Excluded combinations	n/a
Unit co-ordinator	Dr Gloria Gordon
Faculty/Department	Human Resource and Management
Short Description	This unit introduces learners to critical HRD theories and thinkers in order to broaden their understanding of how diversity can be effectively utilised in organisational life. In the process learners gain insights into how the HRD process can be used as a mechanism for promoting individual growth and social justice in organisations in a multicultural society. Through a range of reading seminars challenges are presented to the on-going rationale for HRD as being to better pursue competitive advantage or to fulfil the needs of business strategy. Learners are given the opportunity to develop their critical thinking abilities by addressing these concerns. The unit seeks to develop learner awareness of the dangers of uncritically supporting a technocratic approach whereby individual skills and organisational capabilities are developed merely to operate in ways that have serious human and ecological consequences. Instead students explore ideas of how to make diversity work for them/their organisations.
Aims	The underlying unit aim is that of introducing learners to critical theory as an important tool for exploring how the HRD process can be utilised in maximising the benefits inherent in a diverse workforce in a vibrant and democratic multicultural society. The unit uses writing workshops as a means of supporting students in developing their critical thinking and writing skills.
Learning Outcomes	<p><b>Knowledge and Understanding:</b></p> <ul style="list-style-type: none"> <li>• An appreciation of critical theory and its relationship to issues of social justice in a diverse organisational/societal context with a diverse workforce</li> <li>• Appreciation of the complexities of organisational life and its future needs in a multicultural democratic society.</li> <li>• Understanding of the inherent features of the HRD process and how they can be seen in various organisational contexts.</li> </ul> <p><b>Intellectual Skills:</b></p> <ul style="list-style-type: none"> <li>• Define terms and generalise appropriately</li> <li>• Demonstrate enhanced reasoning abilities and intellectual standards as seen in the quality of written work developed during the course of the unit.</li> </ul> <p><b>Practical Skills:</b></p> <ul style="list-style-type: none"> <li>• Giving and receiving peer feedback on written work</li> <li>• Enhanced writing and critical thinking skills</li> </ul> <p><b>Transferable Skills:</b> A range of transferable skills will be utilised within the unit and include: teamwork skills; written and oral communication skills; analytical skills;</p>