



**Faculty:** FACULTY OF TELECOMMUNICATIONS AND MANAGEMENT

**Department:** INFORMATION TECHNOLOGY

**Professional Field:** COMMUNICATION AND COMPUTER EQUIPMENT

**Specialty:** CYBERSECURITY IN BUSINESS

**Educational-qualification degree:** BACHELOR

### LEARNING COURSE DESCRIPTION

**1. Course title:** HUMAN RESOURCE DIVERSITY MANAGEMENT

**2. Course code:** B.47.020.2

**3. Type of the course:** Elective

**4. Level:** Bachelor

**5. Year of study:** Second

**6. Semester:** Third

**7. Number of credits:** 3

**8. Name of the lecturer:** Assoc. Prof. Ivaylo Tsvetanov Stoyanov PhD

**9. Course learning outcomes:**

*The aim of the course* is to give students a systematic knowledge of basic knowledge for managing the differences of human resources in the work environment.

Students who have completed their training in the discipline must acquire:

*Basic knowledge* of the differences in human resources in the work environment.

*Practical skills* for diagnosing the factors and circumstances leading to differences in human resources in the workplace and implementing strategies to overcome them.

*Competences:* After completing the course, students must know the factors and circumstances leading to differences in human resources opportunities to overcome them.

**10. Teaching methods:**

*The material is presented* in the form of a theory, which is accompanied by examples from business practice. Significant attention is paid to discussions, examples and practical cases.

**11. Prerequisites:**

*Students should have knowledge of the* Fundamentals of Economics, Business Leadership, Fundamentals of Management, Human Factors and Engineering Environment.

*Courses using the discipline* are Corporate Social Responsibility, Working Conditions and Stress Management in the Work Environment, Labor Behavior of Human Resources

**12. Course contents:**

*The course covers current topics* related to diagnosing the factors and circumstances leading to differences in human resources in the work environment, as well as opportunities for overcoming them for an effective work and management process.

**13. Bibliography**

*Basic literature:*

1. **Hays-Thomas, R.** managing Workplace Diversity and Inclusion: a Psychological Perspective. Routledge, 2016.
2. **Harvey, C., Allard, M.** Understanding and Managing Diversity. Readings, Cases and Exercises. Pearson, 2014.
3. **Plummer, D.** (Eds). Diversity Management. HD Publishing, 2018.
4. **Riccucci, N.** Managing Diversity in Public Sector Workforce. Routledge, 2021.

*Additional literature:*

1. **Mujtaba, B.** Workforce Diversity Management. Ilead Academy, 2021.
2. **Williams, B.** Diversity in the Workforce. Rockridge Press, 2020.

**14. Assessment methods and criteria:**

The course ends with an *ongoing assessment*. The student's individual and team work is taken into account during the semester - ongoing control during lectures and practices.

*1. Requirements for forming the six-point rating system*

The course grade is formed by a point system, the maximum number of points students can receive is 100 (see Table 1). They are formed by one practical assignment, developed in a team of several students, assigned by the lecturer of the course (according to the topics of the syllabus) and two assignments in the practices - presentation of course work (at the choice of the student from the specified directions, ie topics and a practice for learning. With the

assessment that is formed by the resulting sum of points (from lectures and exercises), ie. with ongoing control, the student is formed according to pre-announced criteria.

*2. Formation of the final assessment*

Forming an assessment in the training course at each of the above stages, according to the points obtained and their ranking according to the six-point system is given in Table 1.

Table 1.

| <b>Number<br/>of points</b> | <b>Assessment According to the 6-point<br/>Scale System</b> |
|-----------------------------|-------------------------------------------------------------|
| 0 – 20                      | Fail 2 (F)                                                  |
| 20 – 39                     | Fail 2 (FX)                                                 |
| 40 – 49                     | Satisfactory 3.00 (E)                                       |
| 50 – 59                     | Satisfactory 3.00 (D)                                       |
| 60 – 69                     | Good 4.00 (C)                                               |
| 70 – 84                     | Very good 5.00 (B)                                          |
| 85 – 100                    | Excellent 6.00 (A)                                          |

**15. Language of instruction:** *Bulgarian/English*