

## Competence Area “Gender and Diversity Management”

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### 1. Career opportunities

Gender and diversity aspects will gain importance in corporations due to the accelerating internationalisation, the efforts towards gender equity and the resulting implementation of innovative concepts of management, business organisation and human resource development.

### 2. Objective of the competence area

The competence area Gender and Diversity Management belongs to the subject areas human resource management and organisational development as regards content. The knowledge of gender studies and the basics of business administration will enable students to apply new concepts of management, business organisations and human resource development. Furthermore, the students will be able to reflect on their personal future position in the field of business.

### 3. Structure of the competence area

The competence area complies with the formal guidelines and comprises 22 weekly hours: 12 weekly hours are focused on particular areas of business administration, 4 weekly hours of integrated classes and 6 weekly hours belong to other subject areas (law, economics, sociology).

It is possible to complete the competence area within 3 semesters. A prerequisite for the attendance of further classes (the class “instruments of gender and diversity management” is excepted) is the successful completion of 4 weekly hours of core courses:

#### ➤ Overview of classes:

#### **Core courses (4 weekly hours):**

- *Concepts and instruments of human resource management* (2 weekly hours)  
Principles of human resource management and human resource development
- *Introduction in organisational theory in consideration of gender and diversity aspects* (2 weekly hours)  
Organisation models, gender and diversity approaches in organisations

#### **Advanced courses (18 weekly hours):**

- *Instruments of gender and diversity management* (2 weekly hours)  
Concepts and instruments with respect to the implementation of equality projects, gender mainstreaming and gender-equitable personnel policy
- *Special methods of organisational studies* (2 weekly hours)  
Methods of gender analysis in organisations, gender assessment procedures
- *Participatory organisational development* (2 weekly hours)  
Participatory models, implementation methods for diversity concepts
- *Team building* (2 weekly hours)  
Group theories, multicultural/diverse teams, cooperation and competition, self-awareness of students
- *Integrated class I: personality development* (2 weekly hours)  
The students work on a special question (e.g. time management, career management, work life balance) in a self-reflective way.
- *Principles of gender and diversity theories* (2 weekly hours)

Approaches of gender studies, gender terms and definitions, social construction and reproduction of gender

- *Labour market theories in consideration of gender and diversity aspects (2 weekly hours)*

Economic principles, labour market models, gender-specific segmentation, trends

- *Legal basis of gender and diversity concepts (2 weekly hours)*

EU guidelines, Austrian legal basis, anti-discrimination law and its business relevance

- *Integrated class II (2 weekly hours)*

The students work on case studies.

- *Sequence of classes*

**Core Courses (6 weekly hours):**

*Core course I and II (4 weekly hours)*

*Instruments of gender and diversity management (2 weekly hours)*

Successful completion of core courses I and II

**Advanced Courses (14 weekly hours):**

*Special methods of organisational studies (2 weekly hours)*

*Participatory organisational development (2 weekly hours)*

*Team building (2 weekly hours)*

*Integrated class I (2 weekly hours)*

*Principles of gender and diversity theories (2 weekly hours)*

*Labour market theories in consideration of gender and diversity aspects (2 weekly hours)*

*Legal basis of gender and diversity concepts (2 weekly hours)*

Successful completion of core courses I, II and advanced courses 1-8

**Final Class (2 weekly hours):**

*Integrated class II (2 weekly hours)*

4. **Number of students admitted to the competence area per semester:** 50-60

5. **Examination:** credit system