

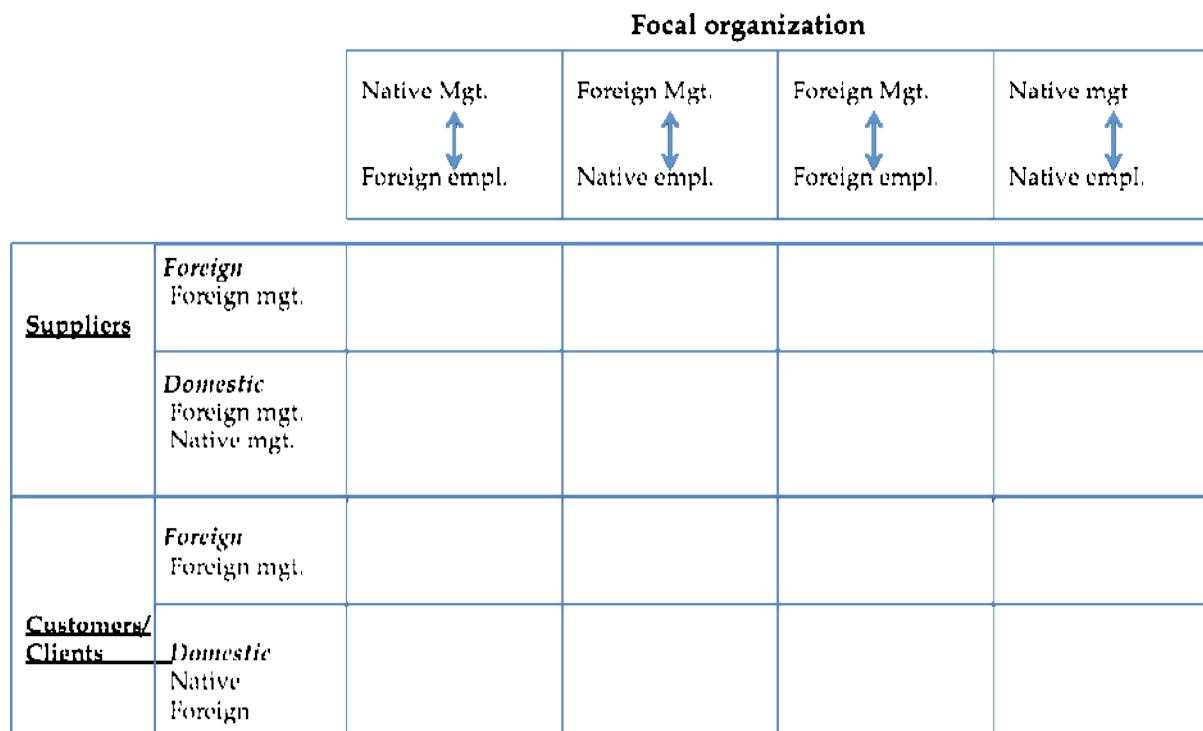
PhD Course in Connection with NEON

Course title: Managing Cultural Diversity: Challenges facing Norwegian Private and Public Organizations

Course leader: Professor Joyce Falkenberg

ECTS: 3

Norwegian organizations are facing new challenges as new employees with specialized talents are being hired, from wherever the talent is to be found; customers, patients, students, co-workers may not have been born or raised in Norway; and governmental institutions are faced with decisions related to Norway's new countrymen. The following diagram (Falkenberg, A., 2009) illustrates the ways in which organizations face diversity:



This course focuses on managing the cultural diversity and on relevant research issues related to this topic.

The course should lead to:

- a) understanding of different aspects of cultural diversity
- b) understanding of the challenges related to researching cultural diversity
- c) development of a research question focusing on cultural diversity

The course will be designed to meet the work standards of 3 ECTS (75-90 hours work).

It will consist of:

- 1) readings and discussions/essays based on the readings (fall 2009)

- 2) lectures Wednesday 18 November
0815-1600
University of Agder
- 3) research paper in which the candidate will draw on existing literature to develop a research question

Course approval: Requirement for course approval is active participation with discussions and essays, the seminar plus a required paper on an approved topic. Deadline for the first draft of the paper is January 15, 2010; paper must be of an acceptable standard before course approval will be given.