

Subject Description Form

Subject Code	MM4151
Subject Title	Gender and Organizations
Credit Value	3
Level	4
Normal Duration	1-semester
Pre-requisite / Co-requisite/ Exclusion	Pre-requisite: Management & Organisation (MM2021) or equivalent
Role and Purposes	Historically, men dominated the public sphere of work, and women were the major carer in the domestic sphere. In the recent past, more and more women enter the labour force, make significant contribution to economic developments, and reach middle- and high-level decision-making positions in the corporate world as well as in the public sector. The purpose of this subject is to guide and facilitate students to learn how to tap the best potential of both women and men organization members.
Subject Learning Outcomes	Upon completion of the subject, students will be able to: <ul style="list-style-type: none"> a. Understand the historical and contemporary contexts of gender roles; (BBA Outcomes 4a & 9a) b. Discuss and analyze women and men's organisational experiences; (BBA Outcomes 4a & 9a) c. Explain concepts of sex discrimination and legislative frameworks; (BBA Outcomes 4b & 9b) d. Suggest women- and family-friendly policies and programs. (BBA Outcomes 4b & 9b)
Subject Synopsis/ Indicative Syllabus	<p>Sex and gender roles Sex and gender role ideologies and stereotypes. Gender and power.</p> <p>Anti sex discrimination legislative framework Sex Discrimination Act, US and UK. Sex Discrimination Ordinance, Hong Kong.</p> <p>Gender and labour market Gender division of paid and unpaid work. Patriarchy and capitalism. Horizontal and vertical sex segregation at work. Sex and earnings. Gender and leisure gap.</p> <p>Gender and organizations Gender and bureaucracy. Power of numbers and tokenism. Communication between women and men. Women and men management and leadership styles. Equal pay for work of equal value.</p> <p>Sex at work Sexuality of organizations. Workplace romance. Sexual harassment at work.</p> <p>Family and work Mommy track. Work-life balance. Women- and family-friendly policies. New men.</p>
Teaching/Learning Methodology	Lectures are used to present theoretical concepts. In seminars, students participate in activities such as experiential exercises, discussions and debates, psychological tests, case analyses, role plays and personal reflections. There will occasionally be sharing sessions with guest speakers.

Assessment Methods in Alignment with Intended Learning Outcomes	Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)			
			a	b	c	d
	Continuous Assessment	50%				
	1. Proposal	7.5%	✓	✓	✓	✓
	2. Paper	35%	✓	✓	✓	✓
	3. Presentation	7.5%	✓	✓	✓	✓
	Examination	50%	✓	✓	✓	✓
	Total	100 %				
<p><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p>To pass this subject, students are required to obtain Grade D or above in the overall grade.</p> <p>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes: the various methods are designed to ensure that all students taking this subject –</p> <ul style="list-style-type: none"> ▪ Engage in an independent research project to study one area of gender and organizations in greater detail. This involves collecting empirical data so as to have personal knowledge of the issues women and men face at work, and analyzing the data collected to gain a deeper understanding of gender theories and anti sex discrimination laws in practice. ▪ Take a closed-book examination to demonstrate conceptual and analytical skills by presenting arguments for and/or against certain topics based on theories, laws and, if and when appropriate, circumstantial practicalities. 						
Student Study Effort Required	Class contact:					
	▪ Lecture		26 Hrs.			
	▪ Seminar		13 Hrs.			
	Other student study effort:					
	▪ Preparation for class		39 Hrs.			
	▪ Preparation for assignments and examination		39 Hrs.			
	Total student study effort		117Hrs.			
Reading List and References	References					
	Powell, Gary N. (2019). <i>Women and men in management</i> (5 th ed.). Thousand Oaks, CA: Sage.					
	Blau, Francine D., and Winkler, Anne E. (2018). <i>The economics of women, men, and work</i> (8 th ed.). New York: Oxford University Press.					
	Kimmel, Michael S. (2017). <i>The gendered society</i> (6 th ed.). New York: Oxford University Press.					

	<i>Gender & Society</i> . Thousand Oaks, CA: Sage.
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	<i>Gender, Work and Organization</i> . Oxford: Blackwell.
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