

## Subject Description Form

<b>Subject Code</b>	MM4151
<b>Subject Title</b>	Gender and Organizations
<b>Credit Value</b>	3
<b>Level</b>	4
<b>Normal Duration</b>	1-semester
<b>Pre-requisite / Co-requisite/ Exclusion</b>	<b>Pre-requisite:</b> Management & Organisation (MM2021) or equivalent
<b>Role and Purposes</b>	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.
<b>Subject Learning Outcomes</b>	Upon completion of the subject, students will be able to: <ul style="list-style-type: none"> <li>a. Understand the historical and contemporary contexts of gender roles (<b>BBA Outcomes 4 &amp; 9</b>);</li> <li>b. Discuss and analyze women and men's organisational experiences (<b>BBA Outcomes 4 &amp; 9</b>); and</li> <li>c. Explain concepts of sex discrimination and legislative frameworks (<b>BBA Outcomes 4 &amp; 9</b>);</li> <li>d. Suggest women- and family-friendly policies and programs (<b>BBA Outcomes 4 &amp; 9</b>).</li> </ul>
<b>Subject Synopsis/ Indicative Syllabus</b>	<p><b>Sex and gender roles</b> Sex and gender role ideologies and stereotypes. Gender and power.</p> <p><b>Anti sex discrimination legislative framework</b> Sex Discrimination Act, US and UK. Sex Discrimination Ordinance, Hong Kong.</p> <p><b>Gender and labour market</b> 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><b>Gender and organizations</b> 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><b>Sex at work</b> Sexuality of organizations. Workplace romance. Sexual harassment at work.</p> <p><b>Family and work</b> Mommy track. Work-life balance. Women- and family-friendly policies. New men.</p>

<b>Teaching/Learning Methodology</b>	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.																																																		
<b>Assessment Methods in Alignment with Intended Learning Outcomes</b>	<table border="1" data-bbox="424 320 1453 757"> <thead> <tr> <th rowspan="2">Specific assessment methods/tasks</th> <th rowspan="2">% weighting</th> <th colspan="4">Intended subject learning outcomes to be assessed (Please tick as appropriate)</th> </tr> <tr> <th>a</th> <th>b</th> <th>c</th> <th>d</th> </tr> </thead> <tbody> <tr> <td><b>Continuous Assessment</b></td> <td><b>50%</b></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1. Proposal</td> <td>7.5%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>2. Paper</td> <td>35%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>3. Presentation</td> <td>7.5%</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td><b>Examination</b></td> <td><b>50%</b></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Total</td> <td>100 %</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p data-bbox="424 768 1453 835"><i>*Weighting of assessment methods/tasks in continuous assessment may be different, subject to each subject lecturer.</i></p> <p data-bbox="424 857 1453 925">To pass this subject, students are required to obtain Grade D or above in <b>BOTH</b> the Continuous Assessment and Examination components.</p> <p data-bbox="424 947 1453 1037"><b>Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:</b> the various methods are designed to ensure that all students taking this subject –</p> <ul data-bbox="440 1059 1453 1350" style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> </ul>					Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)				a	b	c	d	<b>Continuous Assessment</b>	<b>50%</b>					1. Proposal	7.5%	✓	✓	✓	✓	2. Paper	35%	✓	✓	✓	✓	3. Presentation	7.5%	✓	✓	✓	✓	<b>Examination</b>	<b>50%</b>	✓	✓	✓	✓	Total	100 %				
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<b>Student Study Effort Required</b>	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

### Textbooks

Cleveland, Jeanette N., Stockdale, Margaret, and Murphy, Kevin R. (2000). *Women and men in organizations: Sex and gender issues at work*. Mahwah, NJ: Lawrence Erlbaum Associates.

Powell, Gary N. (2011). *Women and men in management* (4<sup>th</sup> ed.). Thousand Oaks, CA: Sage.

### References

Adkins, Lisa (1995). *Gendered work: Sexuality, family and the labour market*. Buckingham: Open University Press.

Alvesson, Mats, and Due Billing, Yvonne. (2009). *Understanding gender and organizations* (2<sup>nd</sup> ed.). London: Sage.

Blau, Franchine D., Ferber, Marianne A., and Winkler, Anne E. (2014). *The economics of women, men, and work* (7<sup>th</sup> ed.). Boston: Pearson.

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Crosby, Faye J., and VanDeVeer, Cheryl (Eds.) (2000). *Sex, race, and merit: Debating affirmative action in education and employment*. Ann Arbor: University of Michigan Press.

Ferguson, Kathy E. (1984). *The feminist case against bureaucracy*. Philadelphia: PA: Temple University Press.

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Hearn, Jeff, Sheppard, Deborah L., Tancred-Sheriff, Peta, and Burrell, Gibson (Eds.) (1989). *The sexuality of organization*. London: Sage.

Kanter, Rosabeth Moss (1977). *Men and women of the corporation*. New York: Basic Books.

Kimmel, Michael S. (2017). *The gendered society* (6<sup>th</sup> ed.). New York: Oxford University Press.

MacKinnon, Catharine A. (1979). *Sexual harassment of working women*. New Haven: Yale University Press.

McKie, Linda, and Callan, Samantha (2012). *Understanding families: A global introduction*. London: Sage.

Padavic, Irene, and Reskin, Barbara (2002). *Women and men at work* (2<sup>nd</sup> ed.). Thousand Oaks: Pine Forge Press.

Ressner, Ulla (1987). *The hidden hierarchy: Democracy and equal opportunities*. Aldershot: Avebury.

Sandberg, Sheryl (2015). *Lean in: Women, work, and the will to lead*. London: WH Allen.

Stead, Valerie and Elliott, Carole (2009). *Women's leadership*. Basingstoke: Palgrave Macmillan.

Tannen, Deborah (1994). *Talking from 9 to 5*. New York: Avon Books.

Vincent, Norah (2006). *Self-made man: One woman's journey into manhood and back again*. New York: Viking.

### **Journals**

*EOC Newsletter*. Hong Kong: Equal Opportunities Commission.

*Equal Opportunities International*. Patrinton: Barmarick Publications.

*Equal Opportunities Review*. London: Industrial Relations Services.

*Gender & Society*. Thousand Oaks, CA: Sage.

*Gender, Work and Organization*. Oxford: Blackwell.

*Sex Roles*. New York: Plenum Press.

*Women in Management Review*. Bradford: MCB University Press.

*Work, Employment and Society*. Durham: The British Sociology Association.