

Literature course: Gender and Diversity in Organizations and Management

Time: 4 h

Examiner: Jeff Hearn

Please answer four of the five questions below, in English.

Focus on providing well-structured answers to the four questions of your choice.

Important: This is a literature examination that tests your reading and understanding of the course texts. So wherever possible, make reference to the set course reading in detail; failure to do so will reduce your mark.

Please use clear handwriting.

1. What do you understand by the concepts, “gender”, “diversity”, “gender equality”, and “diversity management”? What is their relationship to each other? How are these terms relevant for developing and improving managerial practice?
2. What are the main differences between the frameworks presented in the two Calás and Smircich’s handbook overviews published in 1996 and 2006? Outline what you see as the main strengths and weaknesses of *one* of these two reviews.
3. How do a focus on gender in organizations and management, and a focus on diversity in organizations and management *complement* and yet sometimes *contradict* each other? Give an example of an organizational situation when they are likely to contradict with each other.
4. To what extent are gender relations and diversity relations in organizations and management best understood as arising from *internal processes* within organizations and management or *external processes* outside organizations and management? In answering this question, draw on the readings in the Ely et al. *and* the Konrad et al. edited collections.
5. What is meant by “doing gender” in organizations? How is gender “done” in “flexible organizations” (Kvande)? And why is this important for management?

Good luck!