# Postgraduate Diploma
## International Human Resource and Diversity Management

tech *global university*

## Postgraduate Diploma
## International Human Resource and Diversity Management

» Modality: **online**
» Duration: **6 months**
» Certificate: **TECH Global University**
» Accreditation: **15 ECTS**
» Schedule: **at your own pace**
» Exams: **online**

Website: www.techtitute.com/us/psychology/postgraduate-diploma/postgraduate-diploma-international-human-resource-diversity-management

# Index

# 01
# Introduction

Globalization and New Technologies have enabled the internationalization of companies, leading to certain particularities in their management. For this reason, it is crucial for managers to learn how to manage multicultural teams in order to achieve the best possible results.

Thanks to this training, those responsible for personnel management will learn the key techniques for working with a multicultural workforce.

Thereby, one of the main objectives of this Postgraduate Diploma in International Human Resource and Diversity Management at TECH is to foster your personal and professional growth, helping you achieve success in your company.

If you want to surpass yourself, make a positive professional change, and connect with the best, this is the place for you.

*"The figure of the strict, inflexible, and authoritarian executive has become obsolete. A new profile has emerged—one that is much more in line with current trends and stands out for being technologically savvy, practicing active listening with employees, and being self-critical of their own work"*

Education is one of the areas in which psychologists are active. With their work they can help their patients' academic performance, especially with aspects related to neuropsychology.

The work of neuropsychology in education is complex. It covers a broad spectrum of intervention that requires the professional to have very specific training in the various branches of brain development. This discipline, deeply linked to neurology and the physiological study of the brain, is affected by the changes that the evolution of knowledge in this scientific branch achieves. For professionals, this means an intense challenge of continuous updating that allows them to be at the forefront in terms of approach, intervention and monitoring of the cases that may arise in their practice.

Throughout this training, the student will explore aspects related to International Human Resource and Diversity Management, such as: visual and auditory functionality for reading, language, languages, and learning; motor skills and writing; issues related to dyslexia, dyscalculia, and hyperactivity; as well as difficulties in neurolinguistic processes, among other aspects. A high-level program that will become a process of improvement, not only on a professional level, but also on a personal level.

We will not only take you through the theoretical knowledge we offer, we will also introduce you to another way of studying and learning, one which is simpler, more organic and more efficient. We will work to keep you motivated and to create in you a passion for learning. And we will push you to think and develop critical thinking.

This **Postgraduate Diploma in International Human Resource and Diversity Management** contains the most complete and up-to-date program on the market. The most important features include:

- The latest technology in online teaching software
- The highly visual teaching system, supported by graphical and schematic content that is easy to assimilate and understand
- The development of practical cases presented by active experts
- State-of-the-art interactive video systems
- Teaching supported by telepractice
- Permanent systems for updating and continuous professional development
- Self-regulated learning: fully compatible with other professional commitments
- Practical self-assessment exercises and learning verification
- Support groups and educational synergies: expert Q&A, discussion forums, and knowledge sharing
- Communication with instructors and individual reflection tasks
- Access to content from any fixed or portable device with an internet connection
- A repository of supplementary documentation available permanently, even after the training

*In-depth knowledge of neurodevelopment and its multiple implications, in a complete Postgraduate Diploma created to propel you to another professional level"*

*An educational program created for professionals who aspire to excellence, and one that will enable you to acquire new skills and strategies easily and effectively"*

*We're the best. Thanks to our rigorous methodology, our collaboration with Harvard Business School, and our top-tier faculty, we ensure the highest quality in training.*

*According to the multinational Hays, having a global vision of a business improves its efficiency.*

The teaching staff includes professionals from the psychology sector, who bring their experience to this training program, as well as renowned specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide immersive education programmed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise throughout the program. To achieve this, the professional will have the support of an innovative interactive video system created by renowned experts in International Human Resource and Diversity Management, with extensive experience.

## 02
# Objectives

This program is designed to strengthen management and leadership skills, as well as to develop new skills and abilities that will be essential in your professional development. After the program will be equipped to make global decisions with an innovative perspective and an international vision.

*One of our fundamental objectives is to help you develop the essential competencies for the strategic management of people at the corporate level"*

## General Objectives

- Enhance personal and team leadership development with the aim of growing as leaders within their area of expertise
- Identify cultural, labor, and strategic differences in multicultural teams
- Develop cutting-edge methodologies and techniques in people management and talent development within the organization through a strategic and innovative vision
- Practice internal communication techniques to maintain cohesion and effectively communicate strategic objectives
- Implement effective negotiation techniques to resolve conflicts and reach agreements
- Review international labor law and tax policies in other countries

*Our objective is very simple: to offer you quality training, with the best teaching system available today, so that you can achieve excellence in your profession"*

# 03
# Structure and Content

The content of this training has been developed by qualified professors with a clear goal: to ensure that our students acquire all the necessary skills to become true experts in this field.

The content of this training will allow you to learn all aspects of the different disciplines involved in this area: A complete and well-structured program that will take you to the highest standards of quality and success.

*Through a thorough and well-organized development, you will have access to the most advanced knowledge in International Human Resource and Diversity Management"*

**Module 1.** Organizational Behavior

1.1. Organizational Behavior
- 1.1.1. Organizations
- 1.1.2. Organizational Theory
- 1.1.3. Organizations, People and Society
- 1.1.4. Historical Evolution of Organizational Behavior

1.2. Organizational Culture
- 1.2.1. Values and Organizational Culture
- 1.2.2. Key Components for Change in Organizations
- 1.2.3. The Evolution of Scientific Thought and the Organization as a System
- 1.2.4. Culture and Transformation

1.3. Organization Management
- 1.3.1. Levels and Managerial Qualities
- 1.3.2. The Function of Planning and Organization
- 1.3.3. The Function of Management and Control
- 1.3.4. The New Role of the HR Manager

1.4. Knowledge Management
- 1.4.1. Collective Intelligence vs. Knowledge Management.
- 1.4.2. Perspectives and Tools for Knowledge Management
- 1.4.3. Collaborative Environments and Learning Communities

1.5. People in Organizations
- 1.5.1. Quality of Work Life and Psychological Well-being
- 1.5.2. Work Teams and Meeting Management
- 1.5.3. Coaching and Team Management

1.6. Organizational Structure
- 1.6.1. Main Coordination Mechanisms
- 1.6.2. Departments and Organization Charts
- 1.6.3. Authority and Responsibility
- 1.6.4. Empowerment

1.7. Organizational Design
- 1.7.1. Environment
- 1.7.2. Strategy
- 1.7.3. Technology
- 1.7.4. Human Resources

1.8. Power and Politics
- 1.8.1. Power in Organizations
- 1.8.2. Sources of Structural Power
- 1.8.3. Political Tactics

## Module 2 International Human Resource and Diversity Management

## Module 3. Ethics and Corporate Social Responsibility

3.1.    The Managerial Role and CSR
    3.1.1.    Strategic Vision of Corporate Social Responsibility
    3.1.2.    Systems and Models for CSR Implementation
    3.1.3.    CSR Organization Roles and Responsibilities
3.2.    Corporate Responsibility
    3.2.1.    Value Creation in an Intangible Economy
    3.2.2.    CSR: Corporate Commitment
    3.2.3.    Social, Environmental, and Economic Impact
3.3.    Responsible Finance and Investment
    3.3.1.    Sustainability and the CFO's Responsibility
    3.3.2.    Transparency in Information
    3.3.3.    Responsible Financing and Investment
    3.3.4.    Social Economy, Cooperativism and Corporate Social Responsibility
3.4.    Business and the Environment
    3.4.1.    Sustainable Development
    3.4.2.    Legislative Development in Environmental Liability
    3.4.3.    Corporate Response to Environmental Challenges
    3.4.4.    Waste and Emissions
3.5.    Responsible Management Systems and Tools
    3.5.1.    Social Responsibility Management Systems
    3.5.2.    Quality, Environmental and Occupational Health and Safety Management Systems
    3.5.3.    Audits
3.6.    Business Ethics
    3.6.1.    Ethical Behavior in Business
    3.6.2.    Deontology and Codes of Ethics

*A complete training that will take you through the knowledge you need to compete among the best"*

# 04
# Study Methodology

TECH is the world's first university to combine the **case study** methodology with **Relearning**, a 100% online learning system based on guided repetition.

This disruptive pedagogical strategy has been conceived to offer professionals the opportunity to update their knowledge and develop their skills in an intensive and rigorous way. A learning model that places students at the center of the educational process giving them the leading role, adapting to their needs and leaving aside more conventional methodologies.

*TECH will prepare you to face new challenges in uncertain environments and achieve success in your career"*
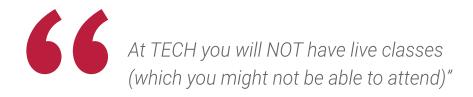
## The student: the priority of all TECH programs

In TECH's study methodology, the student is the main protagonist.
The teaching tools of each program have been selected taking into account the
demands of time, availability and academic rigor that, today, not only students demand
but also the most competitive positions in the market.

With TECH's asynchronous educational model, it is students who choose the time
they dedicate to study, how they decide to establish their routines, and all this from the
comfort of the electronic device of their choice. The student will not have to participate
in live classes, which in many cases they will not be able to attend. The learning
activities will be done when it is convenient for them. They can always decide when and
from where they want to study.

**"**

*At TECH you will NOT have live classes
(which you might not be able to attend)"*

## The most comprehensive study plans at the international level

TECH is distinguished by offering the most complete academic itineraries on the university scene. This comprehensiveness is achieved through the creation of syllabi that not only cover the essential knowledge, but also the most recent innovations in each area.

By being constantly up to date, these programs allow students to keep up with market changes and acquire the skills most valued by employers. In this way, those who complete their studies at TECH receive a comprehensive education that provides them with a notable competitive advantage to further their careers.

And what's more, they will be able to do so from any device, pc, tablet or smartphone.

*TECH's model is asynchronous, so it allows you to study with your pc, tablet or your smartphone wherever you want, whenever you want and for as long as you want"*

## Case Studies and Case Method

The case method has been the learning system most used by the world's best business schools. Developed in 1912 so that law students would not only learn the law based on theoretical content, its function was also to present them with real complex situations. In this way, they could make informed decisions and value judgments about how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

With this teaching model, it is students themselves who build their professional competence through strategies such as Learning by Doing or Design Thinking, used by other renowned institutions such as Yale or Stanford.

This action-oriented method will be applied throughout the entire academic itinerary that the student undertakes with TECH. Students will be confronted with multiple real-life situations and will have to integrate knowledge, research, discuss and defend their ideas and decisions. All this with the premise of answering the question of how they would act when facing specific events of complexity in their daily work.

## Relearning Methodology

At TECH, case studies are enhanced with the best 100% online teaching method: Relearning.

This method breaks with traditional teaching techniques to put the student at the center of the equation, providing the best content in different formats. In this way, it manages to review and reiterate the key concepts of each subject and learn to apply them in a real context.

In the same line, and according to multiple scientific researches, reiteration is the best way to learn. For this reason, TECH offers between 8 and 16 repetitions of each key concept within the same lesson, presented in a different way, with the objective of ensuring that the knowledge is completely consolidated during the study process.

*Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.*

01 learning from evidence

02 relearning from evidence

08 competencies testing (retesting)

03 testing

07 case based learning through storytelling

04 learning from an expert

06 Von-Restorff effect

05 neurocognitive context dependent learning

## A 100% online Virtual Campus with the best teaching resources

In order to apply its methodology effectively, TECH focuses on providing graduates with teaching materials in different formats: texts, interactive videos, illustrations and knowledge maps, among others. All of them are designed by qualified teachers who focus their work on combining real cases with the resolution of complex situations through simulation, the study of contexts applied to each professional career and learning based on repetition, through audios, presentations, animations, images, etc.

The latest scientific evidence in the field of Neuroscience points to the importance of taking into account the place and context where the content is accessed before starting a new learning process. Being able to adjust these variables in a personalized way helps people to remember and store knowledge in the hippocampus to retain it in the long term. This is a model called Neurocognitive context-dependent e-learning that is consciously applied in this university qualification.

In order to facilitate tutor-student contact as much as possible, you will have a wide range of communication possibilities, both in real time and delayed (internal messaging, telephone answering service, email contact with the technical secretary, chat and videoconferences).

Likewise, this very complete Virtual Campus will allow TECH students to organize their study schedules according to their personal availability or work obligations. In this way, they will have global control of the academic content and teaching tools, based on their fast-paced professional update.

*The online study mode of this program will allow you to organize your time and learning pace, adapting it to your schedule"*

### The effectiveness of the method is justified by four fundamental achievements:

1. Students who follow this method not only achieve the assimilation of concepts, but also a development of their mental capacity, through exercises that assess real situations and the application of knowledge.

2. Learning is solidly translated into practical skills that allow the student to better integrate into the real world.

3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.

4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

## The university methodology top-rated by its students

The results of this innovative teaching model can be seen in the overall satisfaction levels of TECH graduates.

The students' assessment of the teaching quality, the quality of the materials, the structure of the program and its objectives is excellent. Not surprisingly, the institution became the top-rated university by its students according to the global score index, obtaining a 4.9 out of 5.

*Access the study contents from any device with an Internet connection (computer, tablet, smartphone) thanks to the fact that TECH is at the forefront of technology and teaching.*

*You will be able to learn with the advantages that come with having access to simulated learning environments and the learning by observation approach, that is, Learning from an expert.*

As such, the best educational materials, thoroughly prepared, will be available in this program:

### Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

This content is then adapted in an audiovisual format that will create our way of working online, with the latest techniques that allow us to offer you high quality in all of the material that we provide you with.

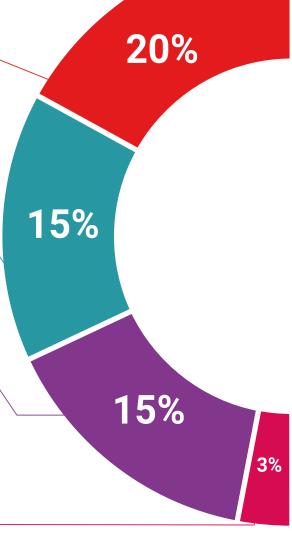### Practicing Skills and Abilities

You will carry out activities to develop specific competencies and skills in each thematic field. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop within the framework of the globalization we live in.

### Interactive Summaries

We present the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

### Additional Reading

Recent articles, consensus documents, international guides… In our virtual library you will have access to everything you need to complete your education.

**20%**

**15%**

**15%**

**3%**

**20%**

**17%**

**7%**

**3%**

### Case Studies

Students will complete a selection of the best case studies in the field. Cases that are presented, analyzed, and supervised by the best specialists in the world.

### Testing & Retesting

We periodically assess and re-assess your knowledge throughout the program. We do this on 3 of the 4 levels of Miller's Pyramid.

### Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an expert strengthens knowledge and memory, and generates confidence for future difficult decisions.

### Quick Action Guides

TECH offers the most relevant contents of the course in the form of worksheets or quick action guides. A synthetic, practical and effective way to help students progress in their learning.

# Certificate

The Postgraduate Diploma in International Human Resource and Diversity Management guarantees students, in addition to the most rigorous and up-to-date education, access to a diploma for the Postgraduate Diploma issued by TECH Global University.

*Include in your training a Postgraduate Diploma in International Human Resource and Diversity Management: A huge step forward in enhancing your competitiveness in your field of expertise"*

This private qualification will allow you to obtain a diploma for the **Postgraduate Diploma in International Human Resource and Diversity Management** endorsed by TECH Global University, the world's largest online university.

**TECH Global University**, is an official European University publicly recognized by the Government of Andorra _(official bulletin)_. Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** private qualification, is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Diploma in International Human Resource and Diversity Management**

Modality: **online**

Duration: **6 months**

Accreditation: **15 ECTS**

**tech** global university

Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

**Postgraduate Diploma in International Human Resource and Diversity Management**

This is a private qualification of 450 hours of duration equivalent to 15 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Dean

This qualification must always be accompanied by the university degree issued by the competent authority to practice professionally in each country. Unique TECH Code: AFWORD23S techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

# tech global university

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TEAM

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