

Language, Diversity and Workplace (A006764)

Course size *(nominal values; actual values may depend on programme)*

Credits 5.0

Study time 150 h

Course offerings in academic year 2026-2027

A (semester 1)

Dutch

Gent

Lecturers in academic year 2026-2027

Slembrouck, Stef

LW06

lecturer-in-charge

Baert, Stijn

EB21

co-lecturer

Offered in the following programmes in 2026-2027

crdts

offering

Teaching languages

Dutch

Keywords

Language and the workflow, labour market, multilingualism, selection interviews, "War for Talent", employability.

Position of the course

The students

- develop insight into the theoretical concepts and analytical frameworks needed for analyzing the interrelationships between language, diversity and the workflow;
- learn to analyse and interpret case studies, trend studies and sociolinguistic issues of labour market, employment and workplace organization;
- acquire relevant quantitative and qualitative research methodologies.

Contents

The course focuses on the study of language variation, multilingualism and diversity-in-language as aspects of work, employability and the labour market. The course covers both theoretical perspectives and applied knowledge development, using case studies, trend studies, in addition to topical issues such as multilingualism, the "War for Talent", Dutch as a Second Language in relation to the labour market, employability, etc. There are five central themes:

1. Functions and functioning of the labour market; analysis of labour market data.
2. The role and impact of language use, multilingualism, language legislation and regulation on the labour market and organizational workplace, with specific reference to Dutch as a Second Language, migration languages, and the use of English and French as lingua franca's.
3. Linguistic processes across sites of labour and work. Norms, expectations and criteria during selection and recruitment; language use on the workflow (incl. professional language use, conversational practices, foreign language use); self presentation as an employee, as a company; strategic communication; discourses of entrepreneurship.
4. Multilingualism in a globalized economy and the "War for Talent".
5. Employability.

Initial competences

The expected competencies at the start of the course are those of the academic bachelor of entry into the master programme.

Final competences

- 1 The student has a solid understanding of the interaction between language, other diversity variables, and communication in various aspects of employment.
- 2 The student is able to identify and critically analyze the determinants of language policy in companies, as well as to map the process-related factors which influence the development, implementation, and evaluation of language policy (training and lifelong learning, certification, attitudes, organizational culture, informal decision-making, etc.).
- 3 The student is able to identify and assess the advantages and disadvantages of the various forms of communicative monitoring.
- 4 The student is able to analyze and critically evaluate complex issues related to language and other diversity variables in the field of employment, making use of theoretical insights and disciplinary research methods from sociolinguistic and labour market research (quantitative and qualitative research; aspects of language use, language regulation, and the deployment of language as representation).

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Group work, Seminar, Lecture, Independent work

Extra information on the teaching methods

Sessions will not be recorded.

Study material

Type: Syllabus

Name: Syllabus en aanvullende wetenschappelijke literatuur

Indicative price: € 15

Optional: no

Available on Ufora : Yes

References

Course content-related study coaching

By appointment.

Assessment moments

end-of-term and continuous assessment

Examination methods in case of periodic assessment during the first examination period

Oral assessment

Examination methods in case of periodic assessment during the second examination period

Oral assessment

Examination methods in case of permanent assessment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible

Calculation of the examination mark

Periodic evaluation: oral exam (60% of the mark)

Non-periodic evaluation: permanent (40% of the mark)

If a student does not participate in the assessment of one or more components, or obtains a score of lower than 10/20 for one of the components, the student can no longer pass the course unit as a whole. If the calculated final average nonetheless amounts to a score of ten or more out of twenty, the course mark will be reduced to the highest fail mark (= 9).

Facilities for Working Students

Apply to trajectory manager.

