

Donetsk State University of Management in Mariupol
Cross Cultural Management
Syllabus

1.	Subject	Cross Cultural Management
2.	Hours	31
3.	ECTS	1
4.	Lecturers	Olena Tanchyk, PhD in economics, assistant professor
5.	Frequency	spring term 2016
6.	Type of discipline	Compulsory
6.	Target group	Bachelor Students of the Major “Sociology”
7.	Course description	<p>Managing cultural diversity is important in today’s globalized world with its multicultural societies and cross-border activities that all lead to cross cultural interaction. The purpose of this course is to provide the students with knowledge and understanding of the impact of (national) cultures on communication and management.</p> <p>This course will introduce the students to the operations of the concept of culture, its facets as well as the role of norms and values. It also gives the picture for understanding the impact of culture on management; identifying the areas in which cultural differences pose challenges as well as advantages in managing people across cultures; and, helps become more self-aware of our cultural conditioning, individual biases and assumptions.</p> <p>The theoretical frame of the course is grounded on the research of G.Hofstede (1987, 1997), R.D.Lewis (1997), Gannon & J. Martin (2007), Schneider, S.C (2003), M.Bennett (1993, 2003, 2011).</p> <p>The lecture slots incorporate case studies, class discussion, video segments etc. to consider various topics from alternative angles. The key issues outlined in each of the sessions should then be developed through further study. Private study enables students to build on the knowledge gained in sessions through recourse to handout material and the recommended readings. Small group exercises are used to reinforce the learning during class</p>
7.	Learning outcomes	After participating in the course students will be able to: - present an overview and analyse different meanings and

		<p>dimensions of culture;</p> <ul style="list-style-type: none"> - describe and analyse the impact of culture on management and organisational aspects; - discuss ethical dilemmas and social responsibility facing firms in different cultures; - present, both in speech and writing, the impact of culture on various aspects of management; - gain confidence in intercultural dimensions.
8.	Course content	<p>Session 1: Introduction to the Global Business Environment and Cross Cultural Management.</p> <p>Session 2: Definitions and Models of Culture.</p> <p>Session 3: Cross Cultural Communication & Negotiation.</p> <p>Session 4 Leadership and Cross-Cultural Teams.</p> <p>Session 5: Management of Cultural Diversity. Managing multicultural teams.</p> <p>Session 6: Cross-cultural intelligence and managerial competence.</p>
9.	Assessment	60% class work, 40% final test
10.	Methods	The course uses a combination of lectures, seminars with student-based activities, cases and other problem-based assignments. Both individual and group assignments are included.
11.	Primary textbooks	<p>Adler, N (2002) <i>International dimensions of Organizational Behavior</i>. 4 th edition, Cincinnati: South Western-Thomson Learning. ISBN: 0- 324057865</p> <p>Hall E. <i>Understanding cultural differences</i>. Yarmouth, ME: Intercultural Press, 1990</p> <p>Cooper P., Calloway-Thomas C. and Simonds C. <i>Intercultural Communication: A Text with Readings</i>. Boston, MA: Pearson/Allyn and Bacon, 2007.</p> <p>Gannon, Martin J. <i>Paradoxes of Culture and Globalization</i>. Sage Publications, 2008.</p> <p>Schneider, S.C. and Barsoux, J.L. (2003) <i>Managing Across Cultures</i>, second edition, Harlow, FT Prentice Hall</p> <p><i>Some of the key journals in the field include:</i></p> <p>Journal of World Business (JWB)</p> <p>Management International Review (MIR)</p> <p>International Business Review (IBR)</p> <p>Thunderbird International Business Review (TIBR)</p> <p>European Journal of International Management (EJIM)</p> <p>Cross Cultural Management (CCM) International Journal of</p>

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