Course Syllabus

Study programm	Business Management
Course code	BWB2CCMGIL
Course title	Cross-Cultural Management
Term / year of study when the course is delivered	Fall/Winter Term & Spring/Summer Term
Cycle	1st cycle
ECTS credits / contact hours	5 / 28
Teaching units (hours/week - SWS)	2
Course type	ILV (Interactive lecture)
Prerequisites	B2 level in English, basic understanding of organisational structures and management functions
Language of instruction	English
Course content	• Culture frameworks and taxonomies • Working for and managing Multinational Organisations • Recruiting for MNCs or across Cultures • Planning and executing International Assignments • Managing Multicultural Teams

Learning outcomes	In this course, students learn to • Develop an awareness of their own culture and cultural values and an appreciation for that of others • Understand how culture influences management tasks and how to devise strategies to accommodate cultural diversity • Structure and manage teams that embrace culturally diverse backgrounds and use these effectively • Meet the challenges of international and expat assignments and identify how to measure performance and reintegrate employees after an international assignments
Learning methods	Self reflection, case studies, website analyses, peer presentations, guest lectures
Assessment methods & criteria	• Self-reflection & Outer-perspective assignments • Preparation for and active participation in class (This includes reading up on and preparing materials as requested by the teacher as well as actively contributing in class). • Company Profile Presentation • Company Profile Paper • (Students draw up a term paper according to the term paper guidelines provided). • Final Exam NB: All grading components must be passed in order to qualify for an overall course grade.
Grading Scale	1 Excellent 100 - 93% 2 Good 83 - 92% 3 Good average 70 - 82% 4 Below average 50 - 69% 5 Insufficient < 50%

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Recommended resources	• Thomas, D., Peterson, M. (2018): Cross-Cultural Management: Essential Concepts. 4th edition. Los Angeles, London: SAGE • Hofstede, G. (2010): Cultures and Organisations: Software of the Mind; Intercultural Cooperation and its Importance for Survival. 3rd edition. NY: McGraw-Hill
Attendance	75%

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