



FH Salzburg

## Course Syllabus

<b>Study programm</b>	Business Management
<b>Course code</b>	BWB2CCMGIL
<b>Course title</b>	Cross-Cultural Management
<b>Term / year of study when the course is delivered</b>	Fall/Winter Term & Spring/Summer Term
<b>Cycle</b>	1st cycle
<b>ECTS credits / contact hours</b>	5 / 28
<b>Teaching units (hours/week - SWS)</b>	2
<b>Course type</b>	ILV (Interactive lecture)
<b>Prerequisites</b>	B2 level in English, basic understanding of organisational structures and management functions
<b>Language of instruction</b>	English
<b>Course content</b>	<ul style="list-style-type: none"><li>• Culture frameworks and taxonomies</li><li>• Working for and managing Multinational Organisations</li><li>• Recruiting for MNCs or across Cultures</li><li>• Planning and executing International Assignments</li><li>• Managing Multicultural Teams</li></ul>
<b>Learning outcomes</b>	In this course, students learn to <ul style="list-style-type: none"><li>• Develop an awareness of their own culture and cultural values and an appreciation for that of others</li></ul>

	<ul style="list-style-type: none"> <li>• Understand how culture influences management tasks and how to devise strategies to accommodate cultural diversity</li> <li>• Structure and manage teams that embrace culturally diverse backgrounds and use these effectively</li> <li>• Meet the challenges of international and expat assignments and identify how to measure performance and reintegrate employees after an international assignments</li> </ul>															
<b>Learning methods</b>	Self reflection, case studies, website analyses, peer presentations, guest lectures															
<b>Assessment methods &amp; criteria</b>	<ul style="list-style-type: none"> <li>• Self-reflection paper</li> <li>• (Students write and submit a self-reflective paper according to guidelines provided in class.)</li> <li>• Preparation for and active participation in class</li> <li>• (This includes reading up on and preparing materials as requested by the teacher as well as actively contributing in class).</li> <li>• Term Paper Presentation</li> <li>• Term Paper</li> <li>• (Students draw up a term paper according to the term paper guidelines provided).</li> </ul> <p>NB: All four grading components must be passed in order to qualify for an overall course grade.</p>															
<b>Grading Scale</b>	<table> <tr> <td>1</td> <td>Excellent</td> <td>100 - 93%</td> </tr> <tr> <td>2</td> <td>Good</td> <td>83 - 92%</td> </tr> <tr> <td>3</td> <td>Good average</td> <td>70 - 82%</td> </tr> <tr> <td>4</td> <td>Below average</td> <td>50 - 69%</td> </tr> <tr> <td>5</td> <td>Insufficient</td> <td>&lt; 50%</td> </tr> </table>	1	Excellent	100 - 93%	2	Good	83 - 92%	3	Good average	70 - 82%	4	Below average	50 - 69%	5	Insufficient	< 50%
1	Excellent	100 - 93%														
2	Good	83 - 92%														
3	Good average	70 - 82%														
4	Below average	50 - 69%														
5	Insufficient	< 50%														
<b>Recommended resources</b>	<ul style="list-style-type: none"> <li>• Thomas, D., Peterson, M. (2018): Cross-Cultural Management: Essential Concepts. 4th edition. Los Angeles, London: SAGE</li> <li>• Hofstede, G. (2010): Cultures and Organisations: Software of the Mind; Intercultural Cooperation</li> </ul>															



	and its Importance for Survival. 3rd edition. NY: McGraw-Hill
<b>Attendance</b>	75%

Version: 16 July 2019



**FH Salzburg**