

**COURSE DESCRIPTION CARD**

NOTE: If the course consists of lectures and classes, the Course Description applies to both forms of teaching

Course title: **Organizations behaviour in cross cultural environmney**

in Polish: **Zarządzanie organizacjami w otoczeniu wielokulturowym**

**2.** Course code ...  
Number of ECTS credits 4,0  
Course completion method ...  
Course commenced / Year ...

**3.** Faculty: Management

**4.** Field of Study: International Business

**5.** Department of the Field of Study Coordinator: International Management

**6.** Name of tutor: Lectures ...                      Classes...                      Lab classes ...  
**Examiner** Aleksandra Nizielska Phd.

**7.** Tutor's department: International Management

**8.** Number of contact hours with students: 30

Type of course	Full time study	Part time study
Lectures	15	
Classes	15	
Foreign language classes		
Lab classes		
Seminars		
Introductory Seminars		
Other		
<b>Total hours</b>	30	
Examination (hours)		

**9.** Course timeframe (no. of semesters) - 1

Course commencement / Year - 1

Course commencement / Semester – 1

**10.** Stage of tertiary education ...

**11.** Course status

- Compulsory for the field of study ...  
 Compulsory for the specialization ...  
 Optional

**12.** Requirements

Compulsory: strategic management, marketing management

Recommended:

**13. Course objectives:****General objective:**

Providing the students with knowledge and skills allowing them to manage the company in intercultural environment.

**Knowledge:**

Providing the students with knowledge about the role of manager and entrepreneur acting in international and intercultural environment.

**Skills:**

Providing students with skills of HR management in organizations operating in cross – cultural environment, esp. the selection of staff, building and integrating international teams or solving problems within employees.

**Competences:**

Providing students with competences of working in teams consisting of members representing different national cultures.

**14. Teaching and learning methods:****A. Direct student/teacher contact hours:**

No.	Teaching methods	Description	Number of teaching hours	
			Full time study	Part time study
1.	Lecture with power point presentation		15	
2.	Exercises and case studies		15	
3.				
...				
Total			AS: 30	AN:

**B. Self-study hours:**

No.	Learning methods	Description	Number of hours	
			Full time study	Part time study
1.	Preparation of the report		30	
2.	Team work, problem solving in groups and presentation of results		20	
3.	Literature study Discussion and evaluation of results,		20	

	brain storming,			
...				
Total			BS: 70	BN:

Total AS+BS = 100

Total AN+BN = .....

Examination (E)

Examination (E) =.....

Total AS+BS+E= 100

Total AN+BN+E = .....

**15. Key words:** organizations behaviour, culture, management of international teams, leadership in organizations, cross- culture communication

**16. Course content:**

1. Cross – cultural management

- The idea of cross – cultural management
- International and intercultural management

2. Culture as the determinant of management

- Definition, levels of culture
- National and organizational culture
- The influence of cultural determinants on formulating the strategies and structures in organizations.

3. The dimensions of national and organizational culture having impact on teams working in international environment

- Comparison of different classifications: E.T. Hall, G. Hofstede, F. Trompenaars, Ch. Hampden Turner, GLOBE, S. Schwartz, R. Gesteland

4. Problem solving in international companies

- Making aware of cultural differences
- Respecting cultural differences
- Reconciliation cultural differences

5. Team management in culturally differentiated organizations

- HR management and national and organizational cultures
- The process of building of „learning organization”

6. Culture and leadership. The influence of national and organizational cultures on leadership in organizations

- The idea of leadership, the types of leadership
- The characteristics of respected boss
- The „way” to position of respected boss
- The expectations towards the boss
- The developing of leadership competences in different cultures: Eastern and Western cultures (orientation on tasks and orientation on relations).

7. The role of cultural context in the process of possessing management teams to international companies

- The procedure of acquiring the management staff to international companies
- The strategies of selecting staff to international companies
- The practice of selecting managers: (Japan, United States, Germany, France, Spain, Scandinavian countries)

8. The process of building and integration of intercultural teams

- The idea of intercultural team
- Roles in teams, stages of team development, motivation of team, evaluating of the team
- The effects of cultural differences in teams

9. The conflicts in intercultural teams – the identification of the reasons of conflicts, conflict management in intercultural teams
10. The management of international virtual teams
- The role of Internet and telephone in the work of Intercultural team.
  - The communication via Internet and telephone and the team integration
  - The influence of cultural differences on virtual communication

**17.** Student learning outcome achieved in the course, as related to the outcome intended for the field of study. Methods of outcome achievement evaluation.

Student learning outcome intended for the field of study / Symbols	Student learning outcome achieved in the course	Methods of assessing student learning outcome achieved in the course	Documentation
<u>Knowledge</u>			
IB1_W01 IB1_W07 IB1_W09	1. 2. ...	Written exam	
<u>Skills</u>			
IB1_U14	1. 2. ...	Report, case study	
<u>Social skills</u>			
IB1_K02 IB1_K03 IB1_K04 IB1_K07 IB1_K08 IB1_K09	1. 2. ...	Report, case study	

**18.** Methods of grading student performance:

No.	Student performance assessment methods and course completion requirements	Description	Percentage of the final grade
1.	Written exam		50 %
2.	Case studies and PP presentations (team work) - (30%)		25 %
3.	Engagement in discussions during lectures		25 %

\* If students are required to earn credits and pass an exam, the credit accounts for at least 30% of the final grade

**19. Reading list****Compulsory reading list:**

1. F. Luthans, J.P. Doch, International Management: Culture, Strategy, and Behavior, McGraw\_Hill, New York 2012.
2. M.J. Browaeys, R. Price, Understanding Cross – Cultural Management, Prentice Hall, Financial Times, Pearson Education Limited 2008
3. N. Jacob, Intercultural Management, Kogan Page, London 2003.
4. The Blackwell Handbook of Cross-Cultural Management, ed. M. J. Gannon, K. L. Newman, Oxford, Blackwell, Business 2002.
5. G. Hofstede, Culture's Consequences: Comparing Values, Behaviors, Institutions and Organizations across Nations, Thousand Oaks: Sage 2001.

**Recommended reading list:**

1. A. Nizielska, National Cultures versus Corporate Cultures of International Enterprises, w: Management, Economics and Business Development in the new European Conditions, mat. V. International Scientific Conference organized by Brno University of Technology, Brno 2007.
2. A. Nizielska Cultural Determinants of Relations with Entities from the International Market Environment, artykuł prezentowany na IV Międzynarodowej Konferencji Zarządzanie Międzykulturowe organizowanej przez Społeczną Wyższą Szkołę Przedsiębiorczości i Zarządzania CLARK UNIVERSITY, Journal of Intercultural Management 2011.

**20. Language of instruction:****21. Tutors' recommendations:**