

COURSE DESCRIPTION CARD

NOTE: If the course includes lectures and classes, the Course Description Card applies to both types of instruction.

<p>1. Course title: in Polish / in English: Kwestie międzykulturowe w europejskim zarządzaniu zasobami ludzkimi/ Cross-Cultural Issues in the European Human Resource Management</p>	<p>2. Course code: Number of ECTS credits: 4 Course completion mode: Course commenced / Year 2019/2020</p>																														
<p>3. Major: Finance and Accounting, specialisation: Finance and Accounting for International Business</p>																															
<p>4. Department of major coordinator: Banking and Financial Markets</p>																															
<p>5. Name of course instructor: Lecture - dr hab. Agata Austen, Prof. UE Classes..., Lab classes ... Examiner dr hab. Agata Austen, Prof. UE</p>																															
<p>6. Department of course instructor: Department of Human Resources Management</p>																															
<p>7. Number of contact hours with students:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 33%;">Type of instruction</th> <th style="width: 33%;">Full-time study</th> <th style="width: 33%;">Part-time study</th> </tr> </thead> <tbody> <tr><td>lectures</td><td>45</td><td></td></tr> <tr><td>classes</td><td></td><td></td></tr> <tr><td>foreign language classes</td><td></td><td></td></tr> <tr><td>lab classes</td><td></td><td></td></tr> <tr><td>seminars</td><td></td><td></td></tr> <tr><td>e-learning</td><td></td><td></td></tr> <tr><td>other</td><td></td><td></td></tr> <tr><td>Total hours</td><td>45</td><td></td></tr> <tr><td>examination (hours)</td><td>3</td><td></td></tr> </tbody> </table>		Type of instruction	Full-time study	Part-time study	lectures	45		classes			foreign language classes			lab classes			seminars			e-learning			other			Total hours	45		examination (hours)	3	
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<p>8. Course timeframe - no. of semesters: 1</p> <p>Course commencement / Year 1</p> <p>Course commencement / Semester 1</p>																															
<p>9. Level of tertiary education: master</p>	<p>10. Course status <input checked="" type="checkbox"/> Compulsory for the major... <input type="checkbox"/> Compulsory for the specialization ... <input type="checkbox"/> Elective ...</p>																														
<p>11. Course prerequisites Compulsory: - Recommended: -</p>																															

12. Course objectives:

1. Understanding by students of the theory of national culture and education of awareness of cultural differences
2. Improving personal effectiveness and intercultural management skills
3. Understanding by students the impact of cultural issues on the management and effectiveness of enterprises in an intercultural context
4. Developing the skills of applying intercultural management theory in an international context

13. Teaching and learning methods:**A. Direct student-instructor contact:**

No.	Teaching methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Case study	The analysis of case studies serves to illustrate problems related to IHRM	15	
2.	Presentation	Teachers and students use the presentation method for mutual inspiration and knowledge sharing.	15	
3.	Interactive multimedia lecture	The lecture is conducted in an interactive way, involving students in the discussion.	15	
Total			AS:45	AN:

B. Self-study:

No.	Learning methods	Description	Number of hours	
			Full-time study	Part-time study
1.	Cause-and-effect studies with the use of literature	Studies of obligatory and recommended literature and studies of notes from classes	20	
2.	Case studies	Students analyse several extensive case studies during the course	18	
3.	Analysis of source materials	Getting acquainted with source materials recommended by the instructor and indicated as obligatory	12	
4.	Analysis of notes from the course	Studies of course notes and verification of knowledge from case studies	5	
Total			BS:55	BN:

Total AS+BS = 100
 Examination (E) = 3
 Total AS+BS+E = 103

Total AN+BN =
 Examination (E) =
 Total AN+BN+E =

14. Key words: cross-cultural issues, human resource management, organization

15. Course content:

1. Basics of human resources management. From HRM to IHRM.
2. Organisational culture, national culture
3. Intercultural governance and its challenges
4. Communication in an intercultural context
5. Working in an intercultural team
6. Managing diversity
7. Empowerment: practices embedded in a cultural context
8. Cultural context of organisational identity
9. Human resources management in strategic alliances
10. International human resources planning
11. Recruitment and selection of candidates for positions in international companies
12. Socio-professional adaptation of newly recruited employees of the organisation
13. Expatriation challenges
14. Assessment of the effectiveness of human resources in international companies
15. Remuneration of persons in multinational companies
16. Career and succession planning in an intercultural perspective

16. Course learning outcomes as related to the learning outcomes of the major and methods for assessing student attainment

Intended learning outcomes of the major / Symbols	Intended learning outcomes of the course	Methods for assessing student learning outcomes	Documentation
<u>Knowledge</u>			
FiR2_W03#	The student has knowledge about the impact of intercultural differences on the functioning of enterprises in the economy	Case study, knowledge test	Solution of case study with assessment, test with assessment
<u>Skills</u>			
FiR2_U04# FiR2_U06#	The student has the ability to analyze the impact of cultural differences on social processes. The student has the ability to use knowledge of cultural differences in practice	Case study	Case study documentation
<u>Social competences</u>			
FiR2_K04# FiR2_K01#	The student has the ability to work in intercultural institutions.	Group work on case studies, group discussion	Case studies

17. Method for determining the final course grade:

No.	Methods for awarding credits and course completion requirements	Description	Percentage of the final course grade*
1.	Group work on the case study	Presentation of solutions for selected case studies as well as further discussion on the following questions	40%
2.	Written examination without the use of manuals	Assessment of students knowledge	60%

* If students are required to obtain both a class grade and an exam grade, the class grade constitutes at least 30% of the final course grade.

18. Reading list

Mandatory readings:

1. Charles Hampden-Turner, Fons Trompenaars: Building Cross-Cultural Competence: How to create Wealth from Conflicting Values Charles.
2. Peter J. Dowling, Denice E. Welch: International human resource management: Managing people in multinational context . Wyd. Thomson Learning, Londyn, 2005.

Suggested readings:

19. Language of instruction: English

20. Course instructors' recommendations: