Intercultural Management

Master's Degree
Field of Knowledge – 29 International relations
Specialty - 292 International economic relations
Educational professional program - International Marketing

Year: 1, Semester: 2
Number of credits: 5 Teaching language: English

Course Instructor

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Course Description

The purpose of the "Intercultural Management" course is the formation of theoretical knowledge and practical skills of cross-cultural competence, behavioral skills necessary for a higher level of social and professional adaptation in the conditions of different cultures. The task of studying the discipline consists in the formation of skills and abilities of a manager in the conditions of a globalized environment and in increasing the effectiveness of management of organizations due to the use of national and cultural features of countries. Learning outcomes are the following: to be able to communicate in foreign languages with representatives of various international professional groups and to conduct business negotiations, taking into account intercultural differences, and to be able to apply the acquired theoretical knowledge to solve practical tasks in the field of international management.

Course Structure

Theme	Outcomes	Tasks
Topic 1. The essence of intercultural management.	Learn the fundamentals of the basic concepts and categories of intercultural management; characteristics of the influence of various cultures on the behavior of people in organization.	Tests, situational tasks, case studies, presentations.
Topic 2. Intercultural diversity. Basics of cultural orientation of society.	Know and apply basic knowledge of cultures in the world of business.	Tests, situational tasks, case studies, group presentations.
Topic 3. Theory of cultural dimensions H. Hofstede	Be able to apply Theory of cultural dimensions H. Hofstede in practice.	Tests, situational tasks, case studies, presentations.

Topic 4. Culture and management styles in international organizations	Be able to apply the knowledge of cultures and management in international organizations.	Tests, situational tasks, case studies, presentations.
Topic 5. Leadership in an intercultural business environment	Be able to apply theories of leadership and models of the influence of culture on behavior in business.	Tests, situational tasks, case studies, group presentations.
Topic 6. Intercultural business communication.	Be able to use the knowledge of verbal and nonverbal communication in different cultures.	Tests, situational tasks, case studies, group presentations.
Topic 7. Intercultural aspects of conducting international negotiations.	Be able to apply the knowledge of conducting international negotiations in different cultures.	Tests, situational tasks, case studies, group presentations.

Learning Recourses

1. Анісімова Л.А., Жилінська О.І. Менеджмент: практикум. Видання друге. Навч. посіб. К.: 2018. 237 с.
2. Палеха Ю., Мошек Г., Миколайчук І. Основи менеджменту. Теорія і практика: Навч. посіб. К.: Ліра-К, 2018. 528 с.
3. Рульєв В.А, Гуткевич С.О. Менеджмент. К.: ЦНЛ, 2019. 312 с.
4. Fakhreldin, H., Youssef, N., & Anis, M. (2021). Cross-Cultural Management Education: Core for Business Students in the 21st Century. Journal of Teaching in International Business, 32(2), 109–134.
5. Guttormsen, D. S. A., & Lauring, J. (2018). Fringe Voices in Cross-Cultural Management Research: Silenced and Neglected? *International Studies of Management & Organization, 48(3),* 239–246. https://doi.org/10.1080/00208825.2018.1480465
6. The Harvard Business Review Manager's Handbook. Harvard Business Review, 2018.
7. Holden Nigel, Michailova Snejina, & Paul Smita. (2020). Conceptualizing Cross-Cultural Management Competence. Sage UK.
8. Romani, L., Barmeyer, C., Primecz, H., & Pilhofer, K. (2018). Cross-Cultural Management Studies: State of the Field in the Four Research Paradigms. *International Studies of Management & Organization, 48(3),* 247–263. https://doi.org/10.1080/00208825.2018.1480918
9. Romani, L., Mahadevan, J., & Primecz, H. (2018). Critical Cross-Cultural Management: Outline and Emerging Contributions. International Studies of Management & Organization, 48(4), 403–418. https://doi.org/10.1080/00208825.2018.1504473
10. Świątek-Barylska, & Udaya Mohan Devadas. (2021). Facets of Managing in Cross-Cultural Diversity: Vol. First edition. Łódź University Press.

Grading

Course requirements include the following major independent measures of learners' competency.

Module 1		Module 2	Module 3	Module 4
20%	20%	5 %	15 %	40%
Current assessment	Module control 1	Training	Student's independent work	Exam
Arithmetic grade average received during classes	Writing test (tests and cases)	Arithmetic grade average received during training	Presentation content and delivery – 60 points, presentation – 40 points	Theoretical question – 40 points, cases (2) – 30 points, test (10 questions) – 30points

Final course grade:

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ECTS		
A	90-100	excellent
B	85-89	good
C	75-84	good
D	65-74	satisfactory
E	60-64	satisfactory
FX	35-59	failed (with an opportunity to retest)
F	1-34	failed (with no opportunity to retest)