

COURSE DESCRIPTION**HIGHER VOCATIONAL STATE SCHOOL IN WLOCLAWEK****Course: Cultural Differences in Human Resources Management – Intercultural Management**

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|---|-----------------------------|---------|---|---------------------------------|----------|-----------|---------------------|
| Field of study: | Management | | | | | | Course Code: |
| Unit supervising the course: | Department of Management | | | | | | |
| Course orientation: | practical | | | | | | |
| Language of instruction: | English | | | | | | |
| Course type: | | | | | | | |
| Course status: | Elective | | | | | | |
| Cycle: 1st | Year: 3rd | | | Semester: 6th | | | |
| The number of teaching hours on the full-time programme: | | | | | | | |
| Total | lectures | classes | laboratory | projects | seminars | practicum | |
| 30 | 15 | 15 | | | | | |
| Learning outcomes: | | | Knowledge: | | | | |
| | | | <ul style="list-style-type: none"> Student has knowledge of cultural norms and values constituting economic entities | | | | |
| | | | Skills: | | | | |
| | | | <ul style="list-style-type: none"> Student can use theoretical knowledge to analyse and describe the social processes taking place within economic entities functioning in a multicultural environment | | | | |
| | | | Social Competences: | | | | |
| | | | <ul style="list-style-type: none"> Student is prepare to perform various roles in teamwork, including the executive role | | | | |
| Full description of the course: | | | Lecture: | | | | |
| | | | <ol style="list-style-type: none"> Cultural differences and management Verbal and non-verbal communication in cross-cultural environment Attitude to time and space Making business relationships Business protocol and etiquette Values in cross-cultural management (frameworks of G.Hofstede and F.Trompenaars'a) Multicultural organizations Global manager Cross-cultural HRM | | | | |
| | | | Classes: | | | | |

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|--|---|--------------------------------|--------------|
| | <ol style="list-style-type: none"> 1. Specificity of multicultural organization 2. Cultural differences in business 3. Employee recruitment and selection in cross-cultural context 4. Motivational systems in transnational companies 5. Career in multicultural environment 6. Employee assessment systems in international companies | | |
| Methods: | <u>Lecture:</u> <ol style="list-style-type: none"> 1. Multimedia presentation lecture 2. E-learning <u>Classes:</u> <ol style="list-style-type: none"> 1. Groupwork- case studies (select topics) in writing and orally e-learning exercises- individual work and case studies | | |
| The student's workload/ ECTS credits: | Type of Activity | Average number of hours | |
| | | Lectures | Active Forms |
| | Contact Hours | 15 | 15 |
| | Self-study | 35 | 60 |
| | 1. Preparation for classes | 10 | 20 |
| | 2. Preparation for tests | 15 | 20 |
| | 3. preparation for discussion | 10 | 20 |
| | Total | 50 | 75 |
| | ECTS credits for this type of activity | 2 | 3 |
| | ECTS credits for the course | 5 | |
| The type and mode of obtaining the credit and marking criteria or requirements: | <ul style="list-style-type: none"> • Lecture – graded credit • Classes – graded credit Credit-obtaining criteria: Lecture- test in writing at the end of the semester (open-ended questions) Classes: preparing a presentation, tests | | |
| Literature: | Prescribed reading: <ol style="list-style-type: none"> 1.G.Hofstede, Cultures and Organizations, Profile Books 2003 2.R.R.Gesteland. Cross-Cultural Business Behavior, Copenhagen Business School Press, 2006 3.G.P.Ferraro, The Cultural Dimension of International | | |

Business, Pearson Prentice Hall, 2006

Recommended reading:

1.R.D. Lewis, When Cultures Collide. Managing Successfully Across Cultures, Nicholas Brealey Publishing, London 2006

2.D.J.Hickson, D.S.Pugh, Management Worldwide. Distinctive Styles amid Globalization, Penguin Books, 2001

3.J.Mole, Mind Your Manners. Managing Business Cultures in the New Global Europe, Nicholas Brealey Publishing, London 2005