

51419 Cross Culture Management

Dr. Hilla Peretz

Course description and goals

The globalization process in today's world created cross-cultural interactions and revealed the similarity and differences between cultures. The purpose of this course is to provide knowledge and understanding of the impact of culture on management practice. Specifically, we will evaluate the effect of culture on teams' behaviors; communication, human resource management practices; leadership and negotiation, and we will examine how to adapt proper managerial practices in different cultural setting.

At the end of the course, the student will:

1. Develop an awareness to cultural difference in international environment.
2. be familiar with cultural characteristics of different countries and different work setting.
3. be familiar with different managerial practices and their adaptation to the different cultural environments.

Methods

This course is fully online. Since discussions and participative lectures are not present, the responsibility of a student is even bigger in reaching his/her learning goals. Student has to reserve time for active learning of course reading material and videos, and submit the assignments on time. Student has to visit Moodle page actively for not to miss any information, and take part in online discussions.

Course material

Some course material will be made accessible via the course homepage on Moodle

Hofstede, G. (2001) *Culture consequences: Comparing Values, Behaviors, Institutions and Organizations across nations*. Thousand Oaks: Sage Publications (2nd edition).

House, R., Hanges, P, Javidan, M., Dorfman, P. & Gupta, V. (2004). Culture, Leadership, and Organizations: *The GLOBE Study of 62 Societies*. Thousand Oaks, CA: Sage.

Punnett, B.J. (2009). *International Perspectives on Organizational Behavior and Human Resource Management*. M.E.Sharpe, Inc: NY

Evaluation

Active participation in online discussions- 10%

Online assignments- 40%

Final assignment-country case (couple assignment) - 50%

Timetable

Week	Subject	Assignment ¹
1	Introduction	
2	The meaning of culture	
3	Culture and organizational behavior	Assignment #1 (5%)
4	Cultural dimensions and scales	
5	Culture and the "self"	
6	Culture, cognition and communication	Assignment #2 (15%)
7	Cultural differences in motivation	
8	Cross cultural leadership	Assignment #3 (5%)
9	Cross cultural human resource management	
10	Managing multicultural teams	
11	Creativity and innovation in cross cultural setting	Assignment #4 (15%)
12	Negotiation in cross cultural setting	
13	Summary	² Final Assignment

¹ Assignments that need to be completed within two weeks. Exact dates will be informed via the course homepage on Moodle

² Specific instructions will be available via the course homepage