

1.	Course Title	Cross-cultural Management		
2.	Course Code	BMGT4063		
3.	Status	Elective		
4.	Credit Hour	3 (2+1) 2 lectures (2 hours per week x 14 weeks) 1 tutorial (1.5 hours per week x 14 weeks)		
5.	Semester/Year	N/A		
6.	Prerequisites	BMGT2023 Management Theory and Practices		
7.	Teaching method:	Distance learning (Electronic)		
8.	Evaluation	Assessment and Marking Percentage: <div> Quizzes10 % Assignments10 % Interactions through discussion board10 % Mid-Semester Exam20 % Final Examination50 % </div>		
9.	Lecturer	N/A		
10.	Objective of the Subject	This subject allows students to: <ul style="list-style-type: none"> increase students' ability to conduct systematic analysis of management practices in various cultural settings allow students to realize that management of an organization affects and is affected by its cultural environment to create awareness among students of the complexities involved in managing diversity and the need to be tolerant to other culture to enrich students' control of vocabulary, concepts and jargon in the management field encourage students to inculcate their religious faith in the learning process 		
11.	Learning Outcomes	Upon completion of this subject, students should be able to: <ul style="list-style-type: none"> Able to conduct systematic comparative study among management practices of various cultural settings Appreciate the interdependency between organization and the cultural environment in which it operates Able to face challenges arise from the complexities involved in managing diversity Exhibit a high level of cultural tolerance Articulate 		
12.	Synopsis	This subject introduces students to the interdependency between management theory/practices and its cultural environment. This subject also allows students to analyse the variables that leads to variations in management practices and also to explore the possibilities of exchanging or transferring management practices between cultures.		
13.	Topics	Details	Lecture (Hrs)	Tutorial (Hrs)
	Topic 1	International Management & Culture <ul style="list-style-type: none"> Factors that influence decision making Cross culture and international management 	2	1.5
	Topic 2	Comparing Culture <ul style="list-style-type: none"> Recognizing significant shifts Comparing influences and context Comparing status and functions Comparing values at the workplace 	4	3
	Topic 3	Shifts in Cultures <ul style="list-style-type: none"> Administrative issues How economic factors influence shifts How technology causes shifts How foreign intervention causes shifts 	4	1.5
	Topic 4	Organizational Culture	2	1.5

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		<ul style="list-style-type: none">Identifying and analyzing organizational cultureControlling organizational cultureOrganizational culture and national culture		
	Topic 5	Culture and Communications <ul style="list-style-type: none">Appropriate communications across cultureNonverbal communications	2	1.5
	Topic 6	Human Resource Management (HRM) <ul style="list-style-type: none">HRM and corporate cultureRecruitment, selection and appraisalBuilding a learning organizationLeadership development across culturesFrom personal diagnosis to web-based assessment	4	3
	Topic 7	Disputes Resolutions and Negotiations <ul style="list-style-type: none">Reasons for disputeCulture and disputesResolving disputes	2	1.5
	Topic 8	Formal Structures <ul style="list-style-type: none">Informal relationshipsPatronage, society and cultureGovernment-Business PatronageGuanxiManaging informal systems	2	1.5
	Topic 9	Informal Systems <ul style="list-style-type: none">NeedsDesigning incentivesHow structures motivatesWork as a motivator	2	1.5
	Topic 10	Change Management <ul style="list-style-type: none">Planning for changeHow structures motivatesWork as a motivatorVarieties of cultural shock	2	3
		Total contact hours	28	21
		Equivalent lecture hours	28	14
		Total lecture hours	42	
		Credit hours	3	
14.	Main references:	1. Richard Mead (2007). International Management: Cross-cultural dimension . Wiley 2. Ronnie Lessem (2007). Management Development Through Cultural Diversity . Taylor and Francis		
15.	Additional References:	1. Fons Trompenaars and Charles Hampden Turner (2004). Managing People Across-Culture . Capstone 2. Charles Hampden Turner and Fons Trompenaars (2000). Building Cross-Cultural Competencies . Yale University Press.		
	Other Materials:	All other materials will be available to students online.		