

Academic Year: ( 2023 / 2024 )

Review date: 02-12-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: BONACHE PEREZ, JAIME ALFONSO

Type: Electives ECTS Credits : 6.0

Year : Semester :

**REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)**

Human Resource Management

**OBJECTIVES**

After studying this subject, students should be able to deal more effectively with the following challenges:

- Explain what it is usually understood by Cross-Cultural Management and describe the three main areas it includes
- Distinguish between the two different ways to study cross-cultural differences and interactions
- Indicate what is the most typical or influential research paradigm in cross-cultural management
- Explain the focus and basic characteristics of cross-cultural comparisons
- Identify the most influential cross-cultural comparisons in the literature
- Explain the notion of cultural dimension and provide some illustrating examples
- Explain why cultural differences are relevant for the management of people and organizations
- Weigh the advantages and limitations of the positivist cross cultural paradigm
- Understand that culture is just one factor to be considered in the international transfer of HR Practices

**DESCRIPTION OF CONTENTS: PROGRAMME**

- 1.- PARADIGMS IN CROSS-CULTURAL MANAGEMENT RESEARCH
- 2.- POSITIVIST CROSS-CULTURAL RESEARCH
  - Cross-cultural comparison perspective
  - Characteristics of Positivist Cross-Cultural Management Research
  - Key Contributions: Hofstete, Globe Study, Schwartz and WVS
  - Cultural dimensions and their impact on individuals, teams and organizations
  - Contributions and limitations of the CC Comparative perspective
  - Intercultural interactions
  - Global Mobility and the Management of Expatriates
  - Global Teams and the challenges of diversity in the workplace
- INTERPRETIVE CROSS-CULTURAL RESEARCH
  - Culture as a social construction
  - Cultural Studies from the interpretive paradigm

**LEARNING ACTIVITIES AND METHODOLOGY**

Methodology is composed of three broad issues:

1. Lectures, with support on specialized text books and readings, through which theoretical frameworks will be presented in order for students to focus on the different aspects of Cross-cultural management and their functions in the context of organizations. During the Lectures, students will have to make some group presentations.
2. Case-method approach, whereby issued related with CCM in real organizations will be presented. Such cases will stimulate students to employ the theory learned in Lectures as framework of analysis and interpretation to search for solutions.
3. Teachers will be available for students at the office. The last week of the semester will be dedicated to tutorials in order for students to ask doubts and address the final exam with re adequate preparation.

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| <b>% end-of-term-examination:</b>   | 60 |
| <b>% of continuous assessment (assignments, laboratory, practicals...):</b> | 40 |

#### BASIC BIBLIOGRAPHY

- BONACHE, BREWSTER AND FROISE GLOBAL MOBILITY AND THE MANAGEMENT OF EXPATRIATES, CAMBRIDGE UNIVERSITY PRESS, 2020
- Szkudlarek, B., Romani, L., Caprar, D. V., & Osland, J. S. (Eds.) The SAGE Handbook of Contemporary Cross-Cultural Management, SAGE Publications Limited, 2020