TE WHARE WĀNANGA O TE ŪPOKO O TE IKA A MĀUI

VICTORIA
UNIVERSITY OF WELLINGTON

School of Marketing and International Business

IBUS 404 CROSS-CULTURAL MANAGEMENT

Trimester One 2012

COURSE OUTLINE

Course coordinator: Dr. Cheryl Rivers
RH 1119, Rutherford House, 23 Lambton Quay
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Office hours: Monday   11:00 am – 12:00 pm
                         Wednesday   11:30 am – 12:30 pm

Trimester Dates

Monday 5 March – Friday 8 June.

Withdrawal from Course

1. Your fees will be refunded if you withdraw from this course on or before Friday 16 March 2012.

2. The standard last date for withdrawal from this course is Friday 18 May, 2012.   After this date, students forced to withdraw by circumstances beyond their control must apply for permission on an '*Application for Associate Dean's Permission to Withdraw Late*' including supporting documentation

The application form is available from either of the Faculty's Student Customer Service Desks.

Class Times and Room Numbers

Class meeting: Tuesday: 9.30am – 12.20pm   RH1113

Course Content
This course focuses on management in a cross-cultural context. We will look at various international business and management issues mainly through the prism of culture. We will explore the concept of culture in depth and analyse its influence on both interpersonal and interorganisational interaction, with the objective of developing analytical and practical skills for managing effectively in a multicultural workplace.

It is expected that having completed this course you will have a greater appreciation of the "hidden" aspects of international business and management and that you will appreciate that

various interpretations exist to seemingly simple issues. You should leave this course not only well-versed in the literature on cross-cultural management, but also well prepared for intercultural encounters in an international business setting.

The following topics will be covered during this course:
- The concept of culture
- Methodological issues in cross-cultural management research
- Cultural values
- Intercultural interaction and communication
- Cross-cultural negotiation
- Cross-cultural leadership
- Expatriate issues

See *Detailed Course Schedule*.

Course Learning Objectives

By the end of this course, students should be able to:

1. Critically examine the main themes and issues in cross-cultural management.
2. Synthesize the literature and develop research propositions in relation to issues in cross-cultural management.
3. Validate and/or improve the understanding of the literature by researching real-life business scenarios.

Detailed Course Schedule: 2012

Week(s)	Workshop discussion
1	Introduction to course & problem based learning Problem 1 introduced: Cultural Value Report: How are cultural values measured, what are the cultural values of class participants and how do they compare to cultural averages?
2	Meeting about Problem 1: Review of possible measures, selection of measure, plan for data collection
3	Meeting about Problem 1: updates on data collection, analysis. Sharing papers. Problem 2 introduced: Devising cross-cultural interaction scenarios and evaluating the efficacy of cultural value dimensions using 2 theorists.
4	Meeting about Problem 1 and Problem 2.
5	Meeting about Problem 1 and Problem 2
6	*Students must submit Cultural Value Report* Meeting about Problem 2 Problem 3 introduced: How should business people from class participants' national culture adapt business behaviour X when working in country Z. (X and Z to be agreed amongst class).
7	Meeting about Problem 2 and Problem 3.
8	*Students must submit team assignment on Cross-cultural interaction scenarios* Meeting about Problem 3
9	Meeting about Problem 3
10	Meeting about Problem 3
11	Meeting about Problem 3
12	*Students must submit assignment on adapting business practice* Course review, evaluation of course, evaluation of teaching.

Course Delivery

This course will borrow heavily from the concepts used in problem based learning where students determine how to answer the problems that are set. The teacher's role will be to facilitate the group and act as a resource and guide to the literature sources. Students will be expected to rotate the roles of chairperson, scribe, minute-taker for each of the problems.

Expected Workload

You should expect to invest about 10 – 12 hours per week of time to this course.

Problem based learning relies on you do the reading and work agreed by the team each week.

Group Work

Part of your final course grade (15%) will be related to a group assignment, in form of preparation of cross-cultural scenarios and evaluation of theories to answer the problem. Group assessment means that all of the group will receive a common mark for the report that is presented.

Readings

Because the problem based learning approach requires students to define the areas they wish to research, there are no designated readings set by the lecturer. The lecturer will suggest specific papers and work with students to provide shared access to papers on blackboard.

Materials and Equipment

The lecturer will suggested sources of information to help you investigate the problems.

Assessment Requirements

All the assessments in this course are internal. There is no final exam in the course. Students will be working concurrently on the three written assessment items.

Assessment	Learning Objectives Addressed	Weight	Due Date
Cultural value report **2000 -3000 words**	1,2,3	35%	Week 6 Tuesday, 24th April in class
Cross-cultural scenarios development *(Team assignment)* **~2000 words**	1,2,3	15%	Week 8 Tuesday, 8th May in class.
Adapting business practice (to be nominated) in another culture **2000-3000 words**	1, 2, 3	30%	Week 12 Tuesday 5th June in class.
Participation in workshop problem solving sessions.	2,3	20%	Weekly

Please refer to the information sheets about these assignments on Blackboard

Quality Assurance Note
Your assessed work may also be used for quality assurance purposes, such as to assess the level of achievement of learning objectives as required for accreditation and audit purposes. The findings may be used to inform changes aimed at improving the quality of FCA programmes. All material used for such processes will be treated as confidential, and the outcome will not affect your grade for the course.

Examinations

There is no final exam in this course.

Penalties

Late assignment submissions will not be accepted. Exceptions will be made only for special circumstances (bereavement, illness, etc.) where documentation is provided. In other cases, 5 marks will be deducted (out of 100) for each day, or part day, that the assignment is late.

Any student caught cheating on an assignment will be subject to disciplinary actions that may be taken under the Statute on Student Conduct. This includes plagiarism. You are strongly advised to consult the Academic Integrity and Plagiarism policy website which is mentioned at the end of this document.

Mandatory Course Requirements

You are required to obtain an overall mark of at least 50%, and an average mark of at least 50% for the two individual assignments.

Class Representative

A class representative will be elected in the first class, and that person's name and contact details made available to VUWSA, the Course Coordinator and the class. The class representative provides a communication channel to liaise with the Course Coordinator on behalf of students.

Communication of Additional Information

All of your course marks will be uploaded to Blackboard as soon as they are available. Course notices will also be updated under *Announcements*.

Use of Turnitin

Student work provided for assessment in this course may be checked for academic integrity by the electronic search engine http://www.turnitin.com Turnitin is an on-line plagiarism prevention tool which compares submitted work with a very large database of existing material. At the discretion of the Head of School, handwritten work may be copy-typed by the School and subject to checking by Turnitin. Turnitin will retain a copy of submitted materials on behalf of the University for detection of future plagiarism, but access to the full text of submissions will not be made available to any other party.

For the following important information follow the links provided:

Academic Integrity and Plagiarism
http://www.victoria.ac.nz/home/study/plagiarism.aspx

General University Policies and Statutes
Find key dates, explanations of grades and other useful information at
www.victoria.ac.nz/home/study
Find out about academic progress and restricted enrolment at
http://www.victoria.ac.nz/home/study/academic-progress.aspx
The University's statutes and policies are available at www.victoria.ac.nz/home/about/policy,
except qualification statutes, which are available via the Calendar webpage at
http://www.victoria.ac.nz/home/study/calendar.aspx (See Section C).

Further information about the University's academic processes can be found on the website of the Assistant Vice-Chancellor (Academic) at
www.victoria.ac.nz/home/about_victoria/avcacademic/default.aspx

AVC (Academic) Website: information including: Conduct, Academic Grievances, Students with Impairments, Student Support
http://www.victoria.ac.nz/home/about_victoria/avcacademic/Publications.aspx

Faculty of Commerce and Administration Offices
http://www.victoria.ac.nz/fca/studenthelp/

Te Putahi Atawhai
Maori and Pacific Mentoring Programme
http://www.victoria.ac.nz/tpa/