

Cross-cultural Management

Course Name	Course type (credit/hours)	전선(3/3)			Course code	1040
	Target students Division/major/grade	경영학과/2학년			Opening semester	2017 1ST SEMESTER
	Class time and classroom	Mon B(DaB109) Thu B(DaB109)			English Grade	A(100%English)
Reference to this course	Prerequisite courses					
	Related basic courses					
	Recommended concurrent courses					
	Related advanced courses					
Instructor	Name (title/division)		김기민(Kimin Kim) (조교수/경영대학 경영학과)			
	Office Room Number	다산관 407-2호	Office phone Number	3687	e-mail	
	Office hours	Thr & Fri 3:00pm - 4:30pm		Homepage address		
Teaching Assistant	Name (title/division)					
	Office Room Number	Dasan Hall 509	Office phone Number	010-9168-8974	e-mail	kaletamu@ajou.ac.kr

1. Introduction

The contemporary global business world requires that employees and managers develop cross-cultural competence to work effectively in international assignments, on cross-cultural teams, with increasingly diverse customers and clients, and to effectively collaborate with competitors, suppliers, partners and other relevant stakeholders. This course is designed to introduce students to comparisons of significant cross-cultural differences and helps them to become familiar with ways to effectively anticipate and address cultural differences toward organizational and individual success.

2. Course Objectives

COURSE OBJECTIVES:

1. For the student to better understand how various management functions are impacted by cross-cultural differences.
2. Participants will have the opportunity to become familiar with findings from multiple real world studies of cross-cultural managerial differences.
3. Opportunities will be provided for students to develop specific skills that can be used to anticipate and successfully address cross-cultural differences at a managerial level from theoretical and practical perspectives.

LEARNING OUTCOMES:

1. Students will be able to identify potential intercultural synergies and develop strategic plans to help organizations use them to improve market penetration, employee engagement, customer loyalty, and profits.
2. Students will understand methods of optimizing human performance and potential in organizations.
3. Students will understand culture and how it impacts organizations and businesses.
4. Students will have a working knowledge of several specific countries' cultures and several domestic Korean subcultures.
5. Students will understand human diversity, how it impacts organizations and businesses, and how it relates to culture.
6. Students will demonstrate improved cultural intelligence skills and ability to work with others from different cultures.
7. Students will be aware of and have practice using specific strategies to deal with challenges posed by

3. Class types and activities

This course will be composed of varied teaching and learning methods, including lectures, discussion and debate, case analyses, exams, and etc.

4. Teaching Method

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|--|---|
| <input checked="" type="checkbox"/> lecture | <input checked="" type="checkbox"/> discussion and debate |
| <input checked="" type="checkbox"/> team project(presentation and case studies) | <input type="checkbox"/> experiments(role-playing,etc) |
| <input type="checkbox"/> designing and production | <input type="checkbox"/> on-site learning(on-site training) |
| <input checked="" type="checkbox"/> others (This course requires active student engagement; students are learners and teachers in the | |

5. Support Systems in Use

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|--|---|---|
| <input checked="" type="checkbox"/> e-class | <input type="checkbox"/> automatic recording system | <input type="checkbox"/> web-based assignment |
| <input type="checkbox"/> cyber lecture | <input type="checkbox"/> blended learning(combination of online and offline teaching) | |
| <input type="checkbox"/> class behavior analyzing system | <input type="checkbox"/> others | |

6. Teaching Tools

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|---|--|
| <input checked="" type="checkbox"/> PBL(Problem Based Learning) | <input checked="" type="checkbox"/> CBL(Case Based Learning) |
| <input checked="" type="checkbox"/> TBL(Team Based Learning) | <input type="checkbox"/> others |

7. Knowledge and ability required for taking this course

Being an 100% English course, all the class activities, including taking lectures, communicating with the instructor and the TA, and writing exams, shall be conducted only in English. Also, there should be minor penalties for incorrect or inappropriate English writings for the assignments and exams.

8. Method of Evaluation

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance		10	Attendance
midterm exam	1	25	Midterm Exam
final exam	1	25	Final Exam
quiz			
presentation	2	30	Team Presentations
discussion		10	Class Participation
homework			
etc			
study hours			

9. Textbook and supplementary material

Main/Sub	Title (Web-site)	Writer	Publisher	Publication year
Main	Management Across Cultures: Developing Global Competencies	Steers. R. M. et al.	Cambridge University Press	2013

10. Class system and Class shedule

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< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
1	Introduction	E	김기민(Kimin Kim)	Lecture		
2	The new global realities	E	김기민(Kimin Kim)	Lecture & Discussion		Application 1.3
3	The new global managers	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 2.5

< Class Schedule >

* language : K-korean, E-English

Weeks	Topics	language	Instructor	Teaching Method	Evaluation Method	Matter to be prepared
4	The cultural environment	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 3.5
5	The organizational environment	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 4.5
6	The situational environment	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 5.6
7	Communicating across cultures	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 6.7
8	Midterm Exam	E	김기민(Kimin Kim)		Short Essay	
9	Negotiating global agreements	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 7.5
10	Leading global organizations	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 8.9
11	Managing a global workforce	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 9.5
12	Working with global teams	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 10.3
13	Living and working globally	E	김기민(Kimin Kim)	Lecture, Case Analysis Presentation, & Discussion		Application 11.2
14	Epilogue: the journey continues	E	김기민(Kimin Kim)			Application 11.3
15	Review & Course Wrap-Up	E	김기민(Kimin Kim)			
16	Final Exam	E	김기민(Kimin Kim)		Short Essay	

11. Other items of notification

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