

Module: Intercultural Management II

| Module Description | | |
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| Field of study | Department | Specialisation |
| Business Administration | International Business | |

| Module title | Module language | Module no. | Version | Person responsible |
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| Intercultural Management II | English/German | | 29.05.2011 BW | Prof. Dr. Böhm, DHBW Mannheim |

| Module Placement | | | |
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| Semester | Prerequisites | Module type | Duration |
| 3 and 4 | None | Compulsory, profile module | 2 semesters |

| Tuition and Assessment | | | |
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| Methods | Assessment | Graded yes/no | Duration |
| Lectures and exercises | <ul style="list-style-type: none"> ▪ Written exam or ▪ Term paper | <ul style="list-style-type: none"> ▪ yes ▪ yes | <ul style="list-style-type: none"> ▪ 120 minutes ▪ 10-15 pages |

| Workload and ECTS Points | | | |
|---|-------------------|----------|-------------|
| Workload (in hours, multiples of 30) | Total | 150 hrs. | ECTS points |
| | Attendance | 55 hrs. | 5 |
| | Independent study | 95 hrs. | |

| Learning Outcomes and Skills | |
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| Subject-related skills: | <p>In this module the students have analysed specific cultural aspects of international cooperation forms in case studies, thereby evaluating central concepts of the integration of corporate cultures. They are familiar with primary effects of dynamic group processes in multicultural teams and have developed a comprehensive understanding of the potential for synergies and conflicts in such teams. Moreover, they are aware of additional complexities stemming from virtual cooperation made possible by modern information and communication technologies.</p> <p>The students have discussed the concept of competence and have critically reflected the characteristics that define intercultural competence. In addition to the staged model for acquiring competence they have derived possible methods for gaining intercultural skills and have evaluated them on the basis of intra-organizational and inter-organizational learning in multinational companies. Furthermore, the students have studied central concepts of diversity management and discussed the current status of implementation in companies. Through their in-depth cultural studies the students possess focused background knowledge of selected country cultures and corporate cultures.</p> |
| Socio-ethical skills: | <p>The students have developed a sense of their own particular responsibility when working with colleagues and business partners from different cultural background. They are able to put other ways of thinking and behaving into perspective and to communicate their own value-driven point of view in a transparent and appreciative manner.</p> |

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| Personal skills: | The students have further refined their own cognitive and behavioural abilities in situations of intercultural interaction while developing a sense of their own competence. They realize when and where certain behaviours are called for and are able to integrate them in intercultural situations appropriately and effectively. The students assume responsibility for their own academic success. They can give their mentors appropriate feedback and are able to justify their own opinion using well-founded theoretical argumentation. They utilize all sources available for their studies. |
| Transferable skills: | The students are aware of the increasing importance of diversity in enterprises. They possess comprehensive knowledge of problems and methods of intercultural management. They are able to transfer and apply their knowledge proactively in intercultural work situations. On the basis of target-oriented business administration the students are able to react flexibly as needed. They are capable of putting forth their own ideas when and where necessary. |

| Course and topics | | | |
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| Courses | | Attendance (In hrs.) | Self- tidy (In hrs.) |
| Course 1 | Working and Managing across Cultures - Fall Semester (German) | 28 | 48 |
| <i>Cultural-specific aspects of international collaboration - Collaboration in international teams – Virtual collaboration – In-depth cultural studies</i> | | | |
| Course 2 | Intercultural Learning and Intercultural Competence - Spring (English) | 27 | 47 |
| <i>Concepts of intercultural competence – Methods of acquiring competence – Diversity management – In-depth cultural studies</i> | | | |

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| Literature |
| Most recent editions are required |
| <ul style="list-style-type: none"> • Browaeys, M. J.; Price, R.: Understanding cross-cultural management, Harlow: Financial Times Prentice Hall • Deardorff, D. K.: The SAGE handbook of intercultural competence, Thousand Oaks: Sage • Dereksy, H.: International management: managing across borders and cultures, Upper Saddle River: Pearson Prentice Hall • Lane, H. W.; Maznevski, M. L.; DiStefano, J. J.; Dietz, J.: International management behavior – Leading with a global mindset, Chichester: Wiley • Luthans, F.; Doh, J. P.: International management: culture, strategy, and behavior, New York: McGraw-Hill • Schneider, U.; Hirt, C.: Multikulturelles Management, München: Oldenbourg |

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| Additional Information |
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