

## 325-691 Cross Cultural Management

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2009, This subject commences in the following study period/s: September, - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 36 hours per semester. This Subject will be taught in intensive mode. Total Time Commitment: Not available
<b>Prerequisites:</b>	Entry into the Master of International Business.
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<p>&lt;p&gt;For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.&lt;/p&gt; <p>&lt;p&gt;It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: &lt;a href="http://services.unimelb.edu.au/disability"&gt;http://services.unimelb.edu.au/disability&lt;/a&gt;&lt;/p&gt;</p> </p>
<b>Coordinator:</b>	Prof Anne-Wil Harzing
<b>Subject Overview:</b>	This subject explores key issues facing managers of international businesses. These include the need to develop skills in cross-cultural communication, negotiation and conflict resolution within the firm and with other parties in host countries, including partners in joint ventures and alliances as well as suppliers and customers. How managers respond positively to the challenges of using a multi-cultural workforce, including expatriates and operating a business in a number of culturally distinct environments is explored. Structuring the relationship between HQ and subsidiaries to ensure optimal performance across the whole organisation are also studied.
<b>Objectives:</b>	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> <li># Explain and evaluate the main theories, models and concepts related to managing across borders, including cross-cultural communication, negotiation and conflict resolution, management of joint ventures and alliances, management of a multi-cultural workforce including expatriates, operating a business in culturally distinct environments, management of the relationship between headquarters and subsidiaries;</li> <li># Apply the above listed theories, models and concepts to different scenarios, as presented in case studies and exercises;</li> <li># Synthesise the different theories, models and concepts and critically evaluate their usefulness in addressing the problems of managing across borders.</li> </ul>
<b>Assessment:</b>	Assignments totalling 8,000 words, consisting of 1 group assignment of 3,000 words (40%), 2 individual assignments of 2,500 words (30%) each.
<b>Prescribed Texts:</b>	None
<b>Breadth Options:</b>	This subject is not available as a breadth subject.
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>

<b>Generic Skills:</b>	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> <li># The application of theories, models and frameworks to the real world problems in International Business;</li> <li># Analysis and interpretation of theories, models and concepts;</li> <li># Accessing various forms of data and research material, including both electronic and written sources;</li> <li># Critical thinking;</li> <li># Evaluate, interpret and present independent points of view in oral and written communication;</li> <li># Cross-cultural communication skills;</li> <li># Teamwork in a culturally diverse environment;</li> <li># Computer skills.</li> </ul>
<b>Notes:</b>	This subject will be offered in intensive mode.
<b>Related Course(s):</b>	Master of International Business Master of International Business Master of International Business Master of International Business