

Cross-cultural Management

Course Name	Course section (credit/hours)		Elective course(3/3)			course code	I087
	course item					course component	
	Target students Division/major/grade					opening semester	2021 1ST SEMESTER
	Class time and classroom		Mon 10.5(DaB106) Mon 11.5(DaB106) Mon 12.5(DaB106)			English Grade	A(100%English)
Reference to this course	Credit compositon		Theory(3) + Design(0) + Practice(0)				
	Prerequisite courses						
	Related basic courses						
	Recommanded concurrent courses						
	Related advanced course						
Instructor	Name (title/division)		Kimin Kim(Assistant Professor, Business Administration)				
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	Office hour	Mon & Wed 3:00pm-4:00pm		Homepage address	-		
Teaching Assistant	Name (title/division)						
	Office Room Number	-	Office phone Number	010-2823-7973	e-mail	inggyu011@ajou.ac.kr	

1. Course 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 help them to become familiar with ways to effectively anticipate and address cultural differences toward organizational and individual success.

2. Course Objectives & course outcome

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 diversity at the individual and organization levels.

ILO (Intended Learning Objective):

LO1. Global Environment and Globalization: Students will understand the global business environment and the impact of globalization on the business world.

3. Class types and activities

There are a few things to be fully noticed due to the format of the course: English and Cyber course.

First, being an 100% English course, all the class activities, including taking lectures, communicating with the instructor and the TA, and writing assignments and exams, shall be conducted only in English.

Also, there should be minor penalties for incorrect or inappropriate English writings for the assignments and exams.

Second, being a cyber course, most lectures are delivered via Ajou Bb through the Internet.

Students are expected to manage their own resources, such as time and PCs to access to the Internet, and have no difficulties in handling related devices.

Attendance will be checked automatically when watching video lectures in full within a limited period; "Fail" on attendance will be given when watching them with fast forward function, when closing them before completion, or when watching them after due date.

Please keep in mind that, according to the University Regulation, F grade shall be given if you fail to attend classes more than a quarter of the whole classes.

Lastly, several classes will be conducted via Online Live Lecture.

Therefore, every student is expected to handle Zoom with ones own laptops or PCs equipped with a webcam, speakers and a microphone, and keep them termed on throughout the class.

The schedule for Online Live Lecture is listed on the course schedule.

Additionally, communications between the instructor, the TA and the students shall be conducted mostly via Ajou email and AjouBb.

Students are expected to use their official Ajou email address rather than their private email accounts.

Students shall take their own responsibility for whatever consequences that may come from not checking their emails and posing on AjouBb.

4. Teaching Method

<input checked="" type="checkbox"/> lecture	<input type="checkbox"/> discussion and debate
<input 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 provides online lectures and requires students to conduct case analyses individually.)	

5. Support Systems in Use

<input checked="" type="checkbox"/> AjouBb	<input type="checkbox"/> automatic recording system	<input checked="" type="checkbox"/> web-based assignment
<input checked="" type="checkbox"/> cyber lecture	<input checked="" type="checkbox"/> online content	
<input type="checkbox"/> class behavior analyzing system	<input type="checkbox"/> others	

6. Teaching Tools

<input checked="" type="checkbox"/> PBL(Problem Based Learning)	<input checked="" type="checkbox"/> CBL(Case Based Learning)	<input type="checkbox"/> TBL(Team Based Learning)
<input type="checkbox"/> UR(Undergraduate Research)	<input type="checkbox"/> FL(Flipped Learning)	<input type="checkbox"/> DSAL(Data Sciencd Active Learning)
<input type="checkbox"/> others		

7. Evaluation method of course outcome

Evaluation Item	The Number of Times	Evaluation Proportion	Remarks
Attendance		10	Attendance
midterm exam	1	30	Midterm Exam
final exam	1	30	Final Exam
quiz			
presentation			
discussion			
homework	1	20	Research Report
etc	frequent	10	Weekly Homework for Video Lecture
study hours			

8. Textbook and Reference material

Main/Sub	Title	Writer	Publisher	Publication year
Main	Management Across Cultures: Developing Global Competencies, 3rd ed.	Steers. R. M. et al.	Cambridge University Press	2016

9. Class system and Class shedule

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< Schedule >

* language : K-korean, E-English

Weeks	Title of lecture	language	time distribution(minutes)			Teaching Method	evaluation method
			theory	design	experiment practice		
1	Introduction & Overview	E	3			Live On-line Lecture	
2	Management across cultures: an introduction	E	3			Cyber Lecture	
3	Global managers: challenges & responsibilities	E	3			Cyber Lecture	
4	Cultural environment	E	3			Cyber Lecture	
5	Organizational environments	E	3			Cyber Lecture	
6	Communicating across cultures	E	3			Cyber Lecture	
7	Leading global organizations	E	3			Cyber Lecture	
8	Midterm Exam	E	3			–	Short Essay
9	Special topics	E	3			Live On-line Lecture	
10	Negotiating global partners	E	3			Cyber Lecture	
11	Managing ethical conflicts	E	3			Cyber Lecture	
12	Managing work & motivation	E	3			Cyber Lecture	
13	Managing global teams	E	3			Cyber Lecture	
14	Managing global assignments	E	3			Cyber Lecture	
15	Lessons learned	E	3			Live On-line Lecture	
16	Final Exam	E	3			–	Short Essay

10. Contribution index of the course for attaining ABEEK program outcomes

course outcome	contribution scale
No Data	

11. Analysis of improved matters for the previous semester

13. Reference items