



MGT201 CROSS CULTURAL MANAGEMENT T318 - Brief

All information contained within this Subject Outline applies to all students enrolled in the trimester as indicated.

1. General Information

1.1 Administrative Details

| Associated HE Award(s) | Duration | Level | Subject Coordinator |
|-------------------------------------|-------------|---------|--|
| B Bus (Accg); B Bus (Mgt & Finance) | 1 trimester | Level 2 | Jessica Santos jessica.santos@koi.edu.au P: 92833583 (Ext.156) L: Level 1, 545 Kent St. Consultation: via Moodle or by appointment. |

1.2 Core / Elective

This is an elective subject for B Bus(Accg) and B Bus (Mgt & Finance)

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

| Subject Credit Points | Total Course Credit Points |
|-----------------------|--|
| 4 | BBus(Accg) 96; BBus (Mgt & Finance) 96 |

1.4 Student Workload

Indicated below is the expected student workload per week for this subject:

| No. timetabled hours/week* | No. personal study hours/week** | Total workload hours/week*** |
|--|---------------------------------|------------------------------|
| 4 hours/week (2 hour Lecture + 2 hour Tutorial) | 6 hours/week | 10 hours/week |

* Total time spent per week at lectures and tutorials

** Total time students are expected to spend per week in studying, completing assignments, etc.

*** Combination of timetable hours and personal study.

1.5 Mode of Delivery On-campus

1.6 Pre-requisites

MGT100 Introduction to Management *or*
MGT106B Introduction to Business - B

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the required textbook and to read specific chapters prior to the tutorials. This will improve their ability to participate in the weekly activities.
- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: There are no specific resources for this subject.

2. Academic Details









2.1 Overview of the Subject

The subject provides conceptual and theoretical frameworks for developing an understanding of the ways in which cultures differ, how these cultural differences impact on organisations and how they constrain communication and knowledge transfer. The subject also considers strategies for leading, managing and valuing the diversity within organisations.

2.2 Graduate Attributes for Undergraduate Courses

Graduates of the *Bachelor of Business (Accounting)*, and the *Bachelor of Business (Management and Finance)* courses from King's Own Institute will gain the graduate attributes expected from successful completion of a Bachelor's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's key generic graduate attributes for a bachelor's level degree are summarised below:






| | KOI Bachelor Degree Graduate Attributes | Detailed Description |
|---|--|--|
|  | Knowledge | Current, comprehensive and coherent knowledge |
|  | Critical Thinking | Critical thinking and creative skills to analyse and synthesise information and evaluate new problems |
|  | Communication | Communication skills for effective reading, writing, listening and presenting in varied modes and contexts and for transferring knowledge and skills to others |
|  | Information Literacy | Information and technological skills for accessing, evaluating, managing and using information professionally |
|  | Problem Solving Skills | Skills to apply logical and creative thinking to solve problems and evaluate solutions |
|  | Ethical and Cultural Sensitivity | Appreciation of ethical principles, cultural sensitivity and social responsibility, both personally and professionally |
|  | Teamwork | Leadership and teamwork skills to collaborate inspire colleagues and manage responsibly with positive |
|  | Professional Skills | Professional skills to exercise judgement in planning, problem solving and decision making |

Across the course, these skills are developed progressively at three levels:

- **Level 1 Foundation** – Students learn the basic skills, theories and techniques of the subject and apply them in basic, stand-alone contexts.
- **Level 2 Intermediate** – Students further develop skills, theories and techniques of the subject and apply them in more complex contexts, beginning to integrate the application with other subjects.
- **Level 3 Advanced** – Students have a demonstrated ability to plan, research and apply the skills, theories and techniques of the subject in complex situations, integrating the subject content with a range of other subject disciplines within the context of the course.

2.3 Subject Learning Outcomes

Listed below, are key knowledge and skills students are expected to attain by successfully completing this subject:

| Subject Learning Outcomes | Contribution to Course Graduate Attributes |
|---|---|
| (a) Distinguish cultural similarities and differences between people |  |
| (b) Identify ways in which culture may affect organisational behaviour and management |  |
| (c) Apply relevant cross-cultural theories and frameworks in an effort to assess business challenges and problems in a global environment |  |
| (d) Explain the role of culture in verbal and non-verbal cross-cultural communication |  |
| (e) Discuss leadership and management issues in cross-cultural organisations |  |

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

| Week (beginning) | Topic covered in each week's lecture | Reading(s) | Expected work) |
|---------------------------------|---|------------|---|
| 1 05 Nov | Introduction and Subject Overview Major theoretical perspectives | Ch 1 | Tutorial Activities |
| 2 12 Nov | Global Managers | Ch 2 | Tutorial Activities |
| 3 19 Nov | Global Understanding | Ch 3 | Tutorial Activities Team profile Pairs Project Introduction |
| 4 26 Nov | Organisational Environment | Ch 4 | Case analysis and discussion |
| 5 03 Dec | Situational Environment | Ch 5 | Tutorial Activities |
| 6 10 Dec | Mid trimester Exam Intercultural Communication | Ch 6 | Mid-trimester exams |
| 7 17 Dec | Intercultural Negotiation | Ch 7 | Negotiation exercise |
| 23 Dec 2018 – 06 Jan 2019 | Mid-trimester Break | | |
| 8 07 Jan | Leadership and Multicultural Teams | Ch 8 | Tutorial Activities |
| 9 19 Jan | Motivation and Exchange in a Cross-Cultural Context | Ch 9 | Tutorial Activities Deferred Mid Trimester Exams - see Section 2.6 below for more information |
| 10 21 Jan | Working with Global Teams | Ch 10 | Group Report Due Group Presentations |
| 11 28 Jan | Living and Working Globally | Ch 11 | Group Presentations |

| | | | |
|--------------------------------|---|--|--|
| 12 04 Feb | Review and feedback | | |
| 13 11 Feb | Study Review Week | | |
| 14 18 Feb | Final Exam week | Please see Exam Timetable for exam date, time and location | |
| 15 25 Feb | Student Vacation begins Enrolments for T119 open | | |
| 16 04 Mar | Results Released 05 Mar 2019 Certification of Grades 08 Mar 2019 | | |
| T119 begins 11 Mar 2019 | | | |
| 1 11 Mar | Week 1 of classes for T119 Friday 08 Mar 2019 – Review of Grade Day for T318 – see Sections 2.6 and 3.6 below for more information. | | |

2.7 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *On-campus lectures* (2 hours/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorial participation is an essential component of the subject and contributes to the development of graduate attributes (see section 2.2 above). It is intended that specific tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.8 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

| Assessment Type | When Assessed | Weighting | Learning Outcomes Assessed |
|--|---|---|----------------------------|
| Tutorial Activities | Weekly | 10% | a, b, c, d, |
| Mid Trimester Exam | Week 6 | 20% | a, b, c, d, |
| Group Project 2500 word report 20 min presentation | Report Week 10 Presentation Weeks 10 & 11 | Group report 20% Group presentation 10% Total 30% | a, b, c, d, e |
| Final examination (2 hours) | Week 14 | 40% | a, b, c, d, e |

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.9 Prescribed and Recommended Readings

Prescribed Text:

Steers, R.M., Nardon, L., Sanchez-Runde, C.J., Samaratunge, R., Ananthram, S., Fan, D., and Lu, Y., 2017. *Management across cultures*. Port Melbourne: Cambridge University Press.