

# SYLLABUS

## 1. Information regarding the program

1.1 Higher education institution	<b>University of Oradea</b>
1.2 Faculty	<b>Faculty of Economic Sciences</b>
1.3 Department	<b>Management-Marketing Department</b>
1.4 Field of study	<b>Management</b>
1.5 Cycle of study	<b>Cycle II – Master</b>
1.6 Program of study /Degree	<b>Advanced Management/Master Degree</b>

## 2. Information regarding the discipline

2.1 Name of discipline	Cross-cultural Management						
2.2 Course titleholder	Associate Professor Mirabela-Constanța MATEI, Ph.D.						
2.3 Seminar titleholder	Associate Professor Mirabela-Constanța MATEI, Ph.D.						
2.4 Year of study	II	2.5 Semester	4	2.6 Type of assessment	Ex	2.7 Type of discipline	O

(I) Compulsory; (O) Elective; (F) Facultative

## 3. Estimated total time (hours/semester of activities)

3.1 Number of hours/week	2	out of which: 3.2 course	1	3.3 seminar	1
3.4 Total of hours in the Curriculum	18	out of which: 3.5 course	9	3.6 seminar	9
<b>Distribution of hours:</b>					
Studying the workbook, course book, bibliography and notes					57
Supplementary documentation in the library, on electronic specialty sites and in the field					40
Preparing seminars/laboratories, themes, projects, portfolios and essays					40
Tutorship					10
Assessment activities					10
Other activities.....					
3.7 Total hours of individual study	<b>157</b>				
3.9 Total hours/semester	<b>175</b>				
3.10 Number of credits	<b>7</b>				

## 4. Pre-requisites (if applicable)

4.1 Curriculum	n.a.
4.2 Skills	n.a.

## 5. Conditions (if applicable)

5.1. concerning the course activities	Whiteboard/Internet connection, laptop/tablet/PC
5.2. concerning the seminar/laboratory activities	Internet connection, laptop/tablet/PC

## 6. Specific skills acquired

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<b>Professional skills</b>	C1, C3, C5
<b>Transversal Skills</b>	CT2

### 7. Objectives of discipline (resulting from the grid of specific skills acquired)

7.1 General objective of discipline	<ul style="list-style-type: none"> <li>Acquiring essential skills on the theory and practice of cross-cultural management.</li> </ul>
7.2 Specific objectives	<ul style="list-style-type: none"> <li>Understanding the basics of cross-cultural management in order to keep pace with globalization, strategy and implementation.</li> <li>Developing a structured approach to planning, implementing, assessing, and improving management strategy for all types of organization.</li> <li>Understanding the trends in international managing</li> <li>Acquiring skills for practical cross-cultural management.</li> </ul>

### 8. Contents

8.1 Course (C)	Teaching methods	Observations
8.1.1. Understanding Diversity	Case studies, Lecture, problem-solving, debate, deduction	
8.1.2. Determinants of culture		
8.1.3. Business cultures around the world		
8.1.4. Cultures and organizations		
8.1.5. Conflicts and cultural differences		
8.1.6. Business communications across cultures		
8.1.7. Barriers to intercultural communication		
8.1.8. Multicultural workgroups and teams		
8.1.9. Managing across cultures		
Bibliography <ol style="list-style-type: none"> <li>Marie-Joelle Browaeyns and Roger Price, Understanding Cross-Cultural Management, Pearson; 3rd Edition (March 22, 2015)</li> <li>David Thomas, Cross-Cultural Management: Essential Concepts 2nd Edition, SAGE Publications, 2008</li> <li>Jean-François Chanlat (Editor), Eduardo Davel (Editor), Jean-Pierre Dupuis (Editor) Cross-Cultural Management: Culture and Management across the World, Routledge, 2013.</li> </ol>		
8.2 Seminar (S)	Teaching methods	Observations
8.2.1. Understanding Diversity	Case studies, on-line research, questioning, debate, deduction, applications, examples	
8.2.2. Determinants of culture		
8.2.3. Business cultures around the world		
8.2.4. Cultures and organizations		
8.2.5. Conflicts and cultural differences		
8.2.6. Business communications across cultures		
8.2.7. Barriers to intercultural communication		
8.2.8. Multicultural workgroups and teams		
8.2.9. Managing across cultures		
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**9. Corroboration of the contents of the discipline with the expectations of the epistemic community, professional associations and employers representing the field of study of the program**

- Understanding the basics of cross-cultural management in order to keep pace with globalization and international strategies.

**10. Assessment**

Type of activity	10.1 Assessment criteria	10.2 Assessment methods	10.3 Percentage of the final grade
10.4 Course (C)	Understanding the content of the course	Case study	50 percent
10.5 Seminar (S)	Ability to apply and correlate different concepts of cross-cultural management	Research and evaluation of assignments in compliance with the specified deadlines	50 percent
10.6 Laboratory (L)			
10.7 Project (P)			
10.8 Practical works (P)			
10.9 Minimum performance standard			
<ul style="list-style-type: none"> <li>• Knowledge and understanding of the course content at the level of essential ideas</li> <li>• Obtaining at least 5 points (out of 10) for the work presented at the seminar</li> <li>• Obtaining at least 5 points (10) as a final grade.</li> </ul>			

**Date**

**Course titleholder:**

**Seminar titleholder:**

25.09.2020

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**Director of Department,  
Associate Professor Maria-Madela ABRUDAN, PhD**

**Date of  
approval in  
the  
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**28.09.2020**

**Dean,**

**Professor Alina BĂDULESCU, PhD**

**Date of  
approval in  
The  
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**30.09.2020**