



CROSS-CULTURAL MANAGEMENT RESEARCH

WINTER - SPRING 2013

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Office hours Tuesdays 5:25-5:55 p.m

Objective

The primary objective of this course is to survey the major theoretical perspectives and issues in cross-cultural management.

Economic, sociological, psychological, and anthropological perspectives have been applied to the study of cross-cultural management. While we survey these various perspectives, this seminar aims at seeing their coherence, relative insight, and holistic integration. In addition to learning about the functioning of business in cross-cultural contexts, this course offers the opportunity to develop a thesis proposal and advance a new theoretical perspective to the timely issues related to international management. Approaches rooted in qualitative and quantitative, empirical and logical (inductive, deductive, abductive) methods are welcome and encouraged.

Teaching

This course is a research-oriented workshop course.

Every fortnight, students post integration papers on the fortnight's themes within the course wiki. Sessions 3-6 integration papers are prepared in teams of 4. Sessions 7-12 integration papers are prepared in teams of 2. Ulterior sessions' integration papers are individually produced.

Team membership will be defined by the instructor and is not negotiable.

As a workshop course, the presence and commitment of all students at all sessions is necessary to the successful fruition of the course. Every absence is therefore detrimental. Only two absences by any given student are tolerated.

Please note the participation score is automatically nil by the third absence.

Depending on the mix, experience and motivation of enrolled students, course adjustments may be carried out.

Assessment

Students are individually assessed.

The individual final grade is a composite of the regular integration papers posted on the course wiki and class participation. Extra credit may be gained by producing by course end a coherent, well-researched, well-argued, well-spelt thesis proposal.

The individual final grade is composed of:

- Team-level score for collective integration papers: 40%
- Student-level score for individual integration papers: 30%
- Student-level participation: 30%
- Student-level optional thesis proposal defense: 40%

Penalties may be individually subtracted from student grades:

- exactly 2 pts for each late appearance to class or from break,
- exactly 10 pts for any unjustified absence in the view of the instructor.

Points may also be individually subtracted for other unbecoming behaviour.

All detected indication of potential ethical misconduct will be investigated and any may be potentially prosecuted by PHBS.

Tentative Schedule

Session	Theme	Week
1-2	Introduction Fundamental Assumptions	February 26 th & March 1 st 1:30-3:20 C102
3-4	Anthropology Field Research; International Organizational Studies from Economics, Sociology and Psychology	March 5 th & 8 th 1:30-3:20 C102
5-6	Comparative Management Analysis before and with Hofstede	March 12 th & 15 th 1:30-3:20 C102
7-8	Comparative Management Analysis after Hofstede Comparative Management Practices Research	March 19 th & 22 nd 1:30-3:20 C102
9-10	Methodology in Comparative Management Study Levels of analysis: applications and misapplications I	March 26 th & 29 th 1:30-3:20 C102
11-12	Levels of analysis: applications and misapplications II Language and Languages	April 2 nd & 5 th 1:30-3:20 C102
13-14	Language and Culture Language Wars, the Conduit Metaphor	April 9 th & 12 th 1:30-3:20 C102
15-16	Special Focus on Chinese Management Studies	April 16 th & 19 th 1:30-3:20 C102
17-18	Optional proposals defence	April 24 rd & 27 th 1:30-3:20 C102

Textbook

Peter B. Smith, Mark F. Peterson & David C. Thomas (eds.), Handbook of Cross-Cultural Management Research, Chap. 3. Thousand Oaks, CA: Sage Press.

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