



School of Economics and Management

MGTN43, Management: Multinational Teams and Culture, 3 credits

Management: Multinational Teams and Culture, 3 högskolepoäng
Second Cycle / Avancerad nivå

Details of approval

The syllabus was approved by The Board of the Department of Business Administration on 2014-11-18 to be valid from 2015-01-19, spring semester 2015.

General Information

The course is a master level course within the Master programme of Science in Management where this course is compulsory.

Language of instruction: English

Main field of studies

Management

Depth of study relative to the degree requirements

A1N, Second cycle, has only first-cycle course/s as entry requirements

Learning outcomes

The course goals are to develop the students' theoretical knowledge of the complex intersections between cultural diversity and teamwork and their practical skills in managing in a diverse environment.

Knowledge and understanding

A passing grade on the course will be awarded to students who:

- understand and reflect upon how one's own cultural experiences inform their perceptions of management
- demonstrate knowledge of how culture impacts organizations and management, including the importance of cross-cultural management
- demonstrate knowledge and understanding of managing personal and interpersonal behavior, including theories on cultural values, language and cultural stereotypes as well as group interaction and group dynamics.

Competence and skills

A passing grade on the course will be awarded to students who:

- demonstrate communication competence in in a multicultural environment
- show an ability to discuss policies related to diversity and discuss managerial implications of such policies from various cultural perspectives
- develop practical plans of action for managing and working in multicultural organizations.

Judgement and approach

A passing grade on the course will be awarded to students who:

- demonstrate the ability to articulate and communicate in a multicultural environment
- demonstrate an understanding of how culture, and one's own cultural experiences and expectations, shapes organizations and management
- demonstrate the ability to weigh the various outcomes of managerially driven diversity programs from various perspectives.

Course content

The course content will include a series of lectures on managing multicultural teams and organizations. Students will be asked to reflect upon their own cultural understandings and experiences, learn about how cultural differences shape organizational teams and working life, and develop ideas and concrete plans of action for how multicultural teams can best be managed, including how diversity policies can help managers effectively manage diverse teams. The course will also include seminars and cases where students can apply their knowledge in a group setting.

Course design

The course consists of lectures, seminars and presentations (group or individual). The structure of the course is further communicated in Course Instructions (distributed separately).

Assessment

Assessment and grading are based on two parts, equally worth 50% of the final grade:

1. An individual or group assignment, which is presented and discussed at a final seminar (group or individual). The focus of the assignment is on the ability to present, apply and discuss the contents of the course.
2. An individual written examination that focuses on the understanding of core concepts and models of the course.

A student who does not pass the assignment (1) will be given an extra assignment.

A student who does not pass the written examination (2) will be given opportunities for a re-sit examination.

Subcourses that are part of this course can be found in an appendix at the end of this document.

Grades

Marking scale: Fail, E, D, C, B, A.

Grade (Definition) Points or % out of maximum points. Characteristic.

A (Excellent) 85-100. A distinguished result that is excellent with regard to theoretical depth, practical relevance, analytical ability and independent thought.

B (Very good) 75-84. A very good result with regard to theoretical depth, practical relevance, analytical ability and independent thought.

C (Good) 65-74. The result is of a good standard with regard to theoretical depth, practical relevance, analytical ability and independent thought and lives up to expectations.

D (Satisfactory) 55-64. The result is of a satisfactory standard with regard to theoretical depth, practical relevance, analytical ability and independent thought.

E (Sufficient) 50-54. The result satisfies the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought, but not more.

F (U) (Fail) 0-49. The result does not meet the minimum requirements with regard to theoretical depth, practical relevance, analytical ability and independent thought.

Some occasional examination elements of the course may have the grading scale pass (D) / fail U(F).

If a written exam is included in the examination: A student who is graded Fail after two examinations on the written exam has the opportunity to request an additional task. The grade of this additional task is U or E and should be made no later than the semester following the semester when the student was registered at the course.

Plagiarism is considered to be a very serious academic offence. The University will take disciplinary actions against any kind of attempted malpractice in examinations and assessments. The penalty that may be imposed for this, and other improper practices in examinations or assessments, includes suspension from the University for a specific period of time.

Entry requirements

Students admitted to the programme Master of Science in Management, where this course is a compulsory part, are qualified for the course.

Further information

In case of closure of the course: Within three semesters after the course closure there will be offered three additional occasions for examination of respective examination part of the course, for students with no successful result. Note that after this you can get a certificate only regarding completed examination parts.

Subcourses in MGTN43, Management: Multinational Teams and Culture

Applies from H15

- 1411 Assignment, 1,5 hp
Grading scale: Fail, Pass
- 1412 Written exam, 1,5 hp
Grading scale: Fail, Pass

Applies from V15

- 1401 Management: Multinational Teams and Culture, 3,0 hp
Grading scale: Fail, E, D, C, B, A