

Module Code	IDBE
Module Title	Intercultural Diversity and Business Ethics
Credit	20(10 ECTS)
Module Leader	Prof. dr Ranko Orlic

Aims

This module explores intercultural issues related to work organization and management. The module will attempt to build intercultural understanding, sensitivity and skills. The emphasis is on intercultural awareness, effective work performance, business ethics and a global perspective of business and careers, especially as pertaining to international human resource management.

The aims of this module are:

- Systematic understanding and critical awareness of the intercultural dimensions of management,
- Gaining the in-depth knowledge of the concept of culture and its pervasive and hidden influence on behaviour, particularly with respect to management and management practices,
- Practical understanding and originality in dealing with the types of situations and issues that managers confront when working internationally,
- to analyse and appreciate the impact of living and working in another culture on one's personal behaviour,
- Comprehensive understanding of what moral and responsibility is,
- Systematic understanding of knowledge how to live and work ethically.

Learning Outcomes

Knowledge

On successful completion of this module, the student will be able to demonstrate a systematic understanding informed by current research and relevant professional practice of:

1. Analysing how do cultural differences affect organizations,
2. Managing the diverse workforce and multicultural teams,
3. Cross-cultural management and cross-cultural know how,
4. Applying business ethics in different management disciplines,
5. Moral issues in international business,
6. Living and working ethically.

Skills

On successful completion of this module, the student will be able to:

7. Deal with complex issues and work successfully in a multicultural teams and organizations.
8. Make sound judgements and communicate clearly across cultures and negotiate globally.
9. Manage challenges arising from the interaction of people from different cultures in work settings.
10. Deal with complex issues in solving moral and ethical problems in international business environment.

Syllabus

- Cross-cultural Management
- Global Leadership, Motivation, and Decision Making
- Communicating Across Cultures, Negotiating Globally

- Managing the Diverse Workforce, Multicultural Teams
- Business life: law and ethics
- Rules, roles and responsibility
- Conflict of interests and morality
- Social responsibility, social justice, freedom and power
- Personal side of business: friendship, family, marriage

Learning, Teaching and Assessment Strategies

Lectures and seminars will be used to explore key concepts of the Intercultural diversity and business ethics discussed in the syllabus; Student presentations and case studies will be used to explore possibilities of applying business ethics in international business management practice and to estimate students' knowledge.

Assessment Scheme

Assessment will consist of three assignments:

- In-Course Group assignment (30%) where students write an essay in a group of 3-5. (Learning outcomes 1, 2, 4, 5, 6, 7, 8, 9, 10) (assessment due:10th week)
- Individual assignment (30%) students' knowledge estimation through the verbal presentation, Seen examination. (Learning outcomes 1,2, 3, 4, 5, 6) (assessment due:12th week)
- Tests (40%), Unseen examination, occur during the university examination period. (Learning outcomes 1, 2, 3, 4, 5, 6).

To pass module student need to have minimum 50%: seen examination minimum 15%, Unseen examination minimum 20% and Group assignment minimum 15%.

Assessment Weighting

Coursework 60%

Examination 40%

Learning Materials

Essential

- Nancy J. Adler, *International Dimensions of Organizational Behaviour*, 4th edition, South-Western, Thompson Learning, 2007.
- Richard T. DeGeorge, *Business Ethics*, 7th edition, Prentice Hall, 2009.

Recommended

- Vagner I., Beamer L., *Intercultural communication in the global workplace*, 5th edition, McGraw-Hill/Irwin, 2010
- Ratra A., *MODERN MANAGEMENT: Diversity, Quality, Ethics and the Global environment*, Global India Publications, 2009
- Collins D., *Essentials of business ethics: creating an organization of high integrity and superior performance*, John Wiley & Sons, 2009
- Hodgetts Richard M., Luthans Fred, Doh Jonathan P., *International Management*, 6th Rev Ed, McGraw-Hill Education (UK), 2005.

Total Notional Learning Hours

200