



COURSE SYLLABUS

Work and Inter-Cultural Encounters, 7,5 credits

Kulturmöten i arbetslivet, 7,5 högskolepoäng

Course Code:	LKAN10	Education Cycle:	Basic level
Confirmed by:	Nov 3, 2010	Disciplinary domain:	Social sciences
Valid From:	Aug 23, 2010	Subject group:	PS1
Version:	1	Specialised in:	G2F
		Main field of study:	Education, Psychology

Intended Learning Outcomes (ILO)

Work and inter-cultural encounters is a course aiming to provide a basic understanding of, as well as a foundational skill in, inter-cultural communication and interaction. The course focuses on the need for cultural competence of both employers and their employees in a globalised economy where human capital and resources regularly travel and work in shifting cultural environments characterised by cultural distance.

On completion of the course the student will be able to:

Knowledge and understanding

1. identify, explain and discuss his or her own cultural background and that which signifies it in terms of values and social behaviour to the extent that this is known and documented by research;
2. identify, explain and discuss global cultural differences as established by research;
3. identify, explain and discuss potential misunderstandings resulting from differing cultural values and traditions pertaining to the main cultural clusters of the world.

Skills and abilities

1. apply studied cultural competence in a professional and inter-cultural context;
2. suggest how to best assemble, train and guide an inter-cultural team for a specified project;
3. suggest how to best repatriate teams and individuals returning from longer assignments in other countries;
4. critically and constructively discuss inter-cultural matters, practices and situations in an organisation with its management at different levels and employees with differing functions in reference to inter-cultural encounters;
5. demonstrate ideas and solve problems relevant to inter-cultural settings at home as well as abroad.

Judgement and approach

analyse cultural differences and on the basis of a scientifically and practically sound analysis propose suitable action when required.

Contents

- Definitions of culture, subculture and organisational culture

- Human resource management's dependency of cultural knowledge
- Global cultural patterns and the social values by which they differ
- Acculturation models and acculturative stress
- Ethnocentrism and the significance of cultural identity
- The cultural influence of philosophical systems
- Cultural intelligence
- Working in and with inter-cultural teams

Type of instruction

Lectures, literature-based assignments and the discussion of these, workshops. The language of instruction is English.

Prerequisites

- General entrance requirements.
- 90 Credits in Social Science or Business Administration or equivalent, including Scientific Methods 7,5 hp.
- IELTS - an overall mark of 6.5 and no section below 5.5
- TOEFL - Paper-based - Score of 4.5 (scale 1-6) in written test and a total score of 575
- TOEFL - Internet-based - Score of 20 (scale 0-30) in written test and a total score of 90

(or the equivalent)

Examination and grades

The course is graded Fail (U), Pass (G) or Pass with Distinction (VG).

Attendance in workshops and invited lectures is compulsory. The course is examined by one individual and written assignment focussing on problem-solving as derived from the course content. Assessment criteria will be presented at the beginning of the course.

The grade is translated to the ECTS grading scale (A, B, C, D, E, Fx or F).

Registration of examination:

Name of the Test	Value	Grading
Examination	7.5 credits	U/G/VG

Course evaluation

The course is evaluated by students at the conclusion of the course in accordance with a standard format decided by the School of Education and Communication.

Other information

The course is offered as part of the human resources program.

The course can be counted in a Bachelor degree in Psychology or Education

Since the course is at an academic level and lectures are given in English the student should be able to speak, read and write in fluent English.

Course literature

Compulsory Literature

Nancy J. Adler with Allison Gundersen (2008 or later editions). *International dimensions of organizational behavior* (5th edition or later). Mason, OH: Thomson Higher Education. 398 pages. (ISBN 978-0-324-36075-2)

Dresser, Norine (2005). *Multicultural manners. Essential rules of etiquette for the 21st Century*. Hoboken, NJ: John Wiley & Sons. 284 pages (ISBN 0-471-68428-7).

Ward, Colleen; Bochner, Stephen & Furnham, Adrian (2001 or later editions). *The psychology of culture shock*. London: Routledge. 367 pages. (ISBN 978-0-415-16235-7)

Additional material such as relevant reports and research articles may be used.