



MGMT2030

Cross Cultural Management

Session 1, Special circumstances 2021

Department of Management

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Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff

Unit Convener

Candy Lu

candy.lu@mq.edu.au

Contact via Email: candy.lu@mq.edu.au or Phone: +61 (2) 9850 8518

Consultation Hour: Friday 1-2 pm via Zoom

Credit points

10

Prerequisites

50cp at 1000 level or above

Corequisites

Co-badged status

Unit description

This unit examines new and emerging developments and challenges that international managers are currently facing and are likely to face in the coming years while managing across borders, where people from diverse cultures interact, both within and between firms. Given that changes in the global business environment continue unabated, particular attention is paid to managing the increasingly diverse workforce in the context of multinational corporations that conduct business in Asia and beyond. The unit provides a setting for understanding the implications of this diversity on the management of cross-cultural dynamics in a multi-cultural business environment. Major topics include the significance of culture in international management, different approaches to ethics, communicating and negotiating across cultures, strategic planning for a global business, managing international teams, evaluating and rewarding employees worldwide, and motivating and leading across cultures.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

ULO1: Identify and apply cross-cultural theoretical frameworks and concepts used in the global business environment.

ULO2: Analyse and explain how cultural diversity impacts business management and operations in the global market.

ULO3: Critically analyse, and develop problem solving skills, in the context of experiential learning activities and case studies.

ULO4: Effectively communicate the influence of culture-based perspectives on multinational enterprises as an individual and as part of a group.

General Assessment Information

Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link in [iLearn](#). No extensions will be granted unless an application for [Special Consideration](#) is made and approved. There will be a **deduction of 10%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late. Late submissions will not be accepted after solutions have been discussed and/or made available.

Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.

Assessment Tasks

Name	Weighting	Hurdle	Due
Case study/analysis	40%	No	Weeks 4-13
Media Report	30%	No	Week 9
Final Online Examination	30%	No	University's formal examination period

Case study/analysis

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 15 hours

Due: **Weeks 4-13**

Weighting: **40%**

This assessment consists of two components worth 40% in total. The first component is a group presentation up to 40 minutes worth 20%. The second is an individual case analysis report of up to 1,500 words worth 20%.

On successful completion you will be able to:

- Analyse and explain how cultural diversity impacts business management and

operations in the global market.

- Critically analyse, and develop problem solving skills, in the context of experiential learning activities and case studies.
- Effectively communicate the influence of culture-based perspectives on multinational enterprises as an individual and as part of a group.

Media Report

Assessment Type ¹: Report

Indicative Time on Task ²: 15 hours

Due: **Week 9**

Weighting: **30%**

An individual report of up to 2,200 words worth 30%.

On successful completion you will be able to:

- Identify and apply cross-cultural theoretical frameworks and concepts used in the global business environment.
- Analyse and explain how cultural diversity impacts business management and operations in the global market.
- Effectively communicate the influence of culture-based perspectives on multinational enterprises as an individual and as part of a group.

Final Online Examination

Assessment Type ¹: Examination

Indicative Time on Task ²: 20 hours

Due: **University's formal examination period**

Weighting: **30%**

A two-hour online examination, administered via iLearn and worth 30% will be held during the University Examination Period.

On successful completion you will be able to:

- Identify and apply cross-cultural theoretical frameworks and concepts used in the global business environment.
- Analyse and explain how cultural diversity impacts business management and

operations in the global market.

- Critically analyse, and develop problem solving skills, in the context of experiential learning activities and case studies.

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the [Writing Centre](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Required Text	Richard Steers, Luciara Nardon & Carlos Sanchez-Runde, Australasian edition, 2016: Management Across Cultures. Published by Cambridge University Press. ISBN: 9781316604359 Readings will be available on iLearn
Unit Web Page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.
Delivery Format and Other Details	Number and length of classes: 1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours face to face per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s) Tutorials will commence in Week 2 . The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via Leganto on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Please see iLearn.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au). Students should be aware of the following policies in particular with regard to

Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#)

Students seeking more policy resources can visit [Student Policies \(https://students.mq.edu.au/support/study/policies\)](https://students.mq.edu.au/support/study/policies). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/admin/other-resources/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.