

Subject overview

This subject explores practical problems and opportunities for managing diversity in contemporary cross cultural and international settings. Topics include the macro-environment and organizational level of international management, leadership, and motivational theory and practice for managers in international settings.

Learning Outcomes

After completing this unit, students should be able to do the following:

- Sketch the 'big picture' in which global trade and government forces operate; and summarise the major challenges faced by international managers (political, legal, economic and technological);
- Present the arguments for and against social responsibility and ethical behaviour in multi-national enterprise;
- Identify major cultural characteristics, including communication styles, that characterise regions, nations, communities, organisations, groups and individuals;
- Discuss tactics for international negotiation; describe common strategies for international alliances, including controls, labour relations and management;
- Present arguments for adopting particular leadership styles in given situations; and for varying motivational techniques depending on circumstances;
- Enhance generic skills (logical argument; critical thinking, leadership and teamwork, writing skills and problem solving).

Assessment overview

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| • Online response to one case study | 10% of total assessment |
| • Individual essay | 15% of total assessment |
| • Mid semester 1-hour multiple choice test | 15% of total assessment |
| • Final 2-hour written exam | 60% of total assessment |

Subject modules

- The international business environment
- Risks and challenges for international managers
- Social responsibilities and ethics of multi-national enterprises
- The role of culture in management of diversity
- Communicating across cultures
- Cross cultural negotiation
- Strategies for international alliances
- Control systems and labour relations
- Developing overseas managers
- Motivation and leadership

Required readings

- Deresky, H. (2006). *International management: Managing across borders and cultures* (5th Ed.). Prentice Hall.

Questions?

If you have questions about any of the subject summaries, please contact us.