



## KURSPLAN

# Work and Inter-Cultural Encounters, 7,5 högskolepoäng

### Work and Inter-Cultural Encounters, 7.5 credits

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Kurskod:	LWIN15	Utbildningsnivå:	Grundnivå
Fastställd av:	Utbildningschef 2015-04-07	Utbildningsområde:	Samhällsvetenskapliga området
Gäller fr.o.m.:	2015-08-17	Ämnesgrupp:	PS1
Version:	1	Fördjupning:	G2F
Diarienummer:	HJK 2015/1341-313	Huvudområde:	Pedagogik, Psykologi

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## Lärandemål

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:

### Kunskap och förståelse

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.

### Färdighet och förmåga

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.

### Värderingsförmåga och förhållningssätt

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

## Innehåll

- 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

### **Undervisningsformer**

The teaching consists of lectures, seminars and exercises performed individually or in group.

The course uses a digital learning platform.

Students who have been admitted to and registered on a course have the right to receive tuition/supervision for the duration of the time period specified for the particular course to which they were accepted. After that, the right to receive tuition/supervision expires.

Undervisningen bedrivs på engelska.

### **Förkunskapskrav**

General requirements and 90 Credits in Social Sciences or Business Administration or equivalent. English proficiency is required. Exemption is granted from the requirement in Swedish.

### **Examination och betyg**

Kursen bedöms med betygen A, B, C, D, E, FX eller F.

The grades A, B, C, D and E are all passing grades. For courses with more than one examination, students are given a final grade based on an overall assessment of all examinations included in the course. The final grade of the course is issued only when all course units have been passed.

The examination is based on tuition and course literature.

The examination must allow for students to be assessed on an individual basis. Students may not make a second attempt at any examination (or element of examination) already passed in order to receive a higher grade. Further information concerning assessment and grading criteria is provided in a study guide at course start.

If a student has failed the same examination three times, the student is entitled to request that the next examination is assessed and graded by a new examiner if possible. Such a request should be addressed to the Managing Director and be in writing.

If the contents and/or literature of the course is changed, examination according to the present course syllabus shall be offered during one year after the change. Students are guaranteed a minimum of three examination occasions, including the regular occasion. After that, examination according to the present course syllabus is granted on a case-by-case basis.

Should the course be terminated, examination shall be offered for two years after the final course occasion. Thereafter, examination is granted on a case-by-case basis.

The final course grade is based on the following examinations:

One individual written assignment,  
Workshop attendance.

Poängregistrering av examinationen för kursen sker enligt följande system:

Examinationsmoment	Omfattning	Betyg
Examination	7,5 hp	A/B/C/D/E/FX/F

### Kursvärdering

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.

### Kurslitteratur

#### *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.