

Subject card

Subject name and code	Cross-cultural Management, PG_00180424						
Field of study	Finance and Accounting, Informatics and Econometrics, Management						
Date of commencement of studies	October 2026	Academic year of realisation of subject			2026/2027		
Education level	Master's studies	Subject group			Optional subject group		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			English		
Semester of study	1	ECTS credits			2.0		
Learning profile	academic	Assessment form			credit		
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Sylwia Białas				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		1.0		34.0	50
Subject objectives	The course aims to deepen students understanding of how cultural differences influence management and to develop skills in analyzing and making decisions in cross-cultural contexts.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_W02] Has an in-depth knowledge and understanding of various organizations, including their complexities, functional areas, internal processes, and their interactions with the environment	The student understands how cultural differences influence different types organizational, leadership styles, management structures, and team effectiveness.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZMU2_U07] Can create detailed written papers, including reviews, analyses, or research, along with presentations and oral discussions on management topics	The student is able to prepare a written report and presentation on selected cross-cultural management issues and propose practical recommendations.	[SU2] presentation/project/paper/report [SU4] test/exam - oral or written
	[FiRMU2_W02] Possesses a comprehensive understanding of the complexities and functions of both domestic and international financial markets, as well as financial instruments and institutions	The student understands how cultural differences affect communication and decision-making in international financial environments.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
	[FiRMU2_U07] Can create detailed written papers, including reviews, analyses, or research papers, along with presentations and oral speeches on finance and accounting topics	The student can identify cultural determinants of financial decision-making and analyze their impact on the functioning of international financial institutions.	[SU4] test/exam - oral or written
	[IiEMU2_W02] The student comprehends advanced theoretical and practical concepts in econometrics, informatics, or statistics, which are essential for a deeper understanding of economic and social phenomena.	The student understands the relevance of cultural context in analyzing socio-economic phenomena and interpreting data in international research.	[SW4] test/exam - oral or written
[IiEMU2_U07] Students can prepare detailed written papers, presentations, and oral speeches on econometrics, informatics, or statistics issues.	The student is able to prepare a case-based analysis related to cross-cultural management and deliver a presentation on the impact of cultural differences on organizational behavior.	[SU2] presentation/project/paper/report [SU4] test/exam - oral or written	
Subject contents	<ol style="list-style-type: none"> 1. Introduction to cross-cultural management 2. Cultural dimensions and cultural clusters (Hofstede, Trompenaars, GLOBE) 3. Cross-cultural communication 4. Negotiation and decision-making in a cultural context differences in approaches to conflict, compromise, and hierarchy 5. Stereotypes, prejudice, and ethnocentrism 6. Cross-cultural leadership 7. Managing international teams 8. Challenges and best practices in multicultural work environments 9. Cultural intelligence (CQ) 10. Applying cross-cultural knowledge in managerial practice 		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Written test (multiple choice and open questions)	51.0%	60.0%
	Presentation	51.0%	40.0%
Recommended reading	Basic literature	<p>Browaays, M. J., Price, R. (2019). Understanding Cross-Cultural Management (4th ed.). Pearson.</p> <p>Moran, R. T., Harris, P. R., Stripp, W. G. (2011). Managing Cultural Differences: Global Leadership Strategies for Cross-Cultural Business Success (8th ed.). Routledge.</p> <p>Meyer, E. (2020). The Culture Map: Breaking Through the Invisible Boundaries of Global Business. MT Biznes / PublicAffairs.</p>	

	Supplementary literature	<p>Hofstede, G., Hofstede, G. J., Minkov, M. (2010). Cultures and Organizations: Software of the Mind. McGraw-Hill.</p> <p>Trompenaars, F., Hampden-Turner, C. (2012). Riding the Waves of Culture: Understanding Diversity in Global Business. Nicholas Brealey.</p> <p>Thomas, D. C., Inkson, K. (2017). Cultural Intelligence: Surviving and Thriving in the Global Village (3rd ed.). Berrett-Koehler.</p>
	eResources addresses	
Example issues/ example questions/ tasks being completed	<p>How do cultural differences impact business negotiation processes?</p> <p>How Hofstedes cultural dimensions influence management styles across countries?</p> <p>How do stereotypes affect decision-making and collaboration in international organizations?</p>	
Work placement	Not applicable	

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