



भारतीय प्रबंध संस्थान तिरुचिरापल्ली
INDIAN INSTITUTE OF MANAGEMENT TIRUCHIRAPPALLI

POST GRADUATE PROGRAMME IN MANAGEMENT

Academic Year 2018-2019 | Term VI

<<CROSS-CULTURAL MANAGEMENT>>

Credits: One

Course instructor: <<Dharm P S Bhawuk >>

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Consultation hours: <<3-4 pm, Mon-Fri>>

Course Introduction:

<<With globalization, managers have to interact with people from other cultures, not only when they are posted in another country, but also when they are working in their own country. Working with people from other cultures requires a set of knowledge, skill, and attitude (KSA) that is different from what is needed to work in one's own culture. This course will prepare managers for working with people who are culturally different from them.>>

<<Give a brief course introduction here. This introduction should cover an overview/ a philosophical description of what this course is about and how it fits into the programme curriculum >>

Course Objectives:

<< Students will learn 1. Models that facilitate intercultural skill developments. 2. Culture theories that will help them understand and predict the behavior of managers from other cultures.>>

<<Give a brief about the objectives/learning goals of the course here. In specific terms, state what will be the key takeaways for the student from this course. You may want to focus on the key knowledge, skills or attitudes/beliefs that the course intends to impart/shape>>

Pedagogy:

<<Lecture, critical incidents (or short cases), exercise, inventories, group discussion, and self-reflection will be used. >>

<<Give details of pedagogy that will be used in the course here>>

Course material:

<< NONE >>

<<Give details about course material and prescribed text book, if any, here. The description should contain the name of the authors, the name of the text, the name of the publisher, the edition of the book and the ISBN10/ISBN13 number of the book. You may also mention titles of reference books, if any. If you do not intend to prescribe a textbook for this course, mention “None” here>>

Course prerequisites:

<< NONE >>

Give details about course prerequisites, if any, here. If none, please state None>>

Evaluation scheme:

<<There shall be exactly two components of evaluation (one during the course and the other at the end of course) of which one has to be an individual evaluation component. No evaluation component can be more than 50% weightage. >>

Evaluation Component	Type (Individual/Group)	Weightage	Remarks, if any
What I Learned Paper	Individual	50%	3,000 Words
In class quizz	Individual	50%	Multiple choice

Attendance requirement:

100% attendance is required for the course. A student not meeting the attendance requirement will not get credit for the course. Under specified exigent circumstances, the programme committee can waive off attendance up to 25%.

Session-wise course outline:

<<Please provide session-wise details, in the following tabular format, of the topics you intend to cover in this course. There will be 6 sessions of 90 minutes each. The 7th session will be for conducting end term exams, if any>>

Session Number	Topics covered	Case (if any)	Pre-class readings
1	Learning Model 1: From Unconscious Incompetence to Mindful Competence		
2	Learning Model 2: Learning How to Learn Cycle		
3	Culture Theories		Exercise
4	Culture Theories		
5	Individualism and Collectivism		Critical Incidents
6	Individualism and Collectivism		
7	End-Term Exam.		

Additional references:

<< Required Readings (Will be provided by instructor)

1. Bhawuk, D. P. S. (2009). Intercultural Training for the Global Workplace: Review, Synthesis, and Theoretical Explorations. In Rabi S. Bhagat & R. Steers (Eds.), *Handbook of Culture, Organization, and Work* (pp. 462-488). Cambridge, UK: Cambridge University Press.
2. Bhawuk, D. P. S. (2018). Cultural Value Dimensions. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 580-596). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665
3. Bhawuk, D. P. S. (2018). Cultural Assumptions in India and the United States. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.1, pp. 434-442). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.
4. Bhawuk, D. P. S. (2018). Individualism and Collectivism. In Y.Y. Kim (Gen. Ed.) & K. L. McKay-Semmler (Assoc. Ed.), *The international encyclopedia of intercultural communication* (v.2, pp. 920-929). Malden, MA: Wiley & Sons. doi: 10.1002/9781118783665.

5. Bhawuk, D. P. S. (2017). Cultivating meditation for leading a peaceful life. *Spandan: Foundation for Human Values in Management and Society*.

This is an optional item. Please provide details of additional readings, if any. >>

Any other information:

<<This is an optional item. Please provide any other information, that may be specific to your course>>

About the instructor:

<< Dharm P S Bhawuk is Professor of Management and Culture and Community Psychology at the University of Hawai'i at Manoa, USA. He has BTech (Hons) in mechanical engineering Fromm IIT Kharagpur (1979), MBA from the University of Hawai'i at Manoa (1989), and PhD from the University of Illinois at Urbana-Champaign (1995). He is the author of the book, *Indian Psychology: Lessons from the Bhagavad-Gita* (Springer, 2011). and coeditor of the book, *Asian Contributions to Cross- Cultural Psychology* (Sage,1996; with Janak Pandey and Durganand Sinha). He has published more than 80 papers and book chapters, and made over 250 presentations internationally. He is a Founding Fellow of International Academy of Intercultural Research (IAIR).>>

<<This is an optional item. Please provide a brief about the course instructor>>