COURSE OUTLINE

1. **Information about the program**

1.1 Higher education institution	**"Alexandru Ioan Cuza" University of Iaşi**
1.2 Faculty	**Faculty of Economics and Business Administration**
1.3 Departament	**Management, Marketing and Business Administration**
1.4 Field of study	**Management**
1.5 Cycle of study	**master**
1.6 Study program / Qualification	Strategic Human Resource Management in Europe

2. Information about the course

2.1 Course title		**Intercultural and Diversity Management**				
2.2 Course coordinator		Professor Adriana Zait, PhD				
2.3 Seminar coordinator						
2.4 Year of study	**2**	**2.5** Semester	**1**	**2.6** Type of evaluation*	**E**	**2.7** Course status**	**C**

* *MT-MID-TERM, O-ORAL EXAM, E-EXAM, M-MIXED; ** C-compulsory/O-optional/E-elective*

3. Estimated time allocation (hours per semester and teaching activities)

3.1 Number of hours per week	**2**	out of which: **3.2** course	**1**	**3.3** seminar / laboratory	**1**
3.4 Total number of hours per semester	**28**	out of which: **3.5** course	**14**	**3.6** seminar / laboratory	**14**

Time allocation	h
Study based on course book, course materials, bibliography and other	**13**
Supplementary study in the library, on electronic platforms and on the field	**25**
Preparing seminars/laboratories, assignments, papers, portfolios and essays	**20**
Tutorship	**2**
Examination	**2**
Other activities	

3.7 Total hours of individual study	**62**
3.8 Total hours per semester	**90**
3.9 Number of credits	**3**

4. Prerequisites (if applicable)

4.1 Referring to curriculum	**1st, 2nd and 3rd semester**
4.2 Referring to competences	**Not necessary**

5. Conditions (if applicable)

5.1 For the course	**Not necessary**
5.2 For the seminar / laboratory	**Not necessary**

6. Specific competences accumulated

Professional competencies	C1 – Assessing intercultural environment C2 – Negotiation skills in intercultural teams C3 – Adapting the product/ the firm to an intercultural environment
Transversal competencies	CT2 – Identifying roles and responsibilities within an intercultural team and applying relational techniques and efficient work techniques within the team

7. Course objectives (based on specific competencies accumulated)

7.1 General objective	The goal of the course is to help prepare students for business assignments outside of their native countries, to expose students to how to use the asset of intercultural team, including: development of cultural intelligence, facilitation of intercultural learning, fostering of the innovation transforming the company's product/service. Inclusion and diversity issues are explicitly discussed, as well.
7.2 Specific objectives	After successfully finalizing this course, students will be able to: ▪ Understand and use the basic notions of intercultural management ▪ Understand cultural intelligence ▪ Understand the role of intercultural environment for product development ▪ Understand and use intercultural teams ▪ Understand and use inclusion and diversity management tools

8. Content

8.1	Course	Teaching methods	Observations (time and bibliography)
1.	Culture (meaning of culture, culture constructs, cultural self-awareness)	Interactive course, heuristic conversation, problem solving method	4 hours
2.	Cultural bias; cultural value dimensions (Globe, Hofstede, Trompenaars, etc.)	Interactive course, heuristic conversation, problem solving method	4 hours
3.	Intercultural communication and negotiation	Interactive course, heuristic conversation, problem solving method	4 hours
4.	Inclusion and diversity management	Interactive course, heuristic conversation, problem solving method	2 hours

Bibliography

Thomas, David. C., Peterson, Mark. F. (2015), Cross-cultural management. Essential concepts, third edition, SAGE.

8.2	Seminar / Laboratory	Teaching methods	Observations (time and bibliography)
1-7.	Read and prepare to discuss the materials indicated at the previous course and seminar. Work on specific projects	Interactive teaching methods, case study method, examples	14 hours

Bibliography
- Thomas, David. C., Peterson, Mark. F. (2015), Cross-cultural management. Essential concepts, third edition, SAGE.

9. Bridging course content with the expectations of the community, professional associations and representative employers in the field of the program

On an annual basis, the course content is discussed with the representatives of the business environment, who hire or could hire graduates from this program, while students are required to provide feedback (on-line, anonymous) after each semester about the course structure, teaching methods, as well as strengths / weaknesses (after the final evaluation).

10. Evaluation

Type of activity	10.1 Evaluation criteria	10.2 Evaluation methods	10.3 Allocation to the final grade (%)
10.4 Course	Theoretical and applied knowledge	exam	50
10.5 Seminar/ Laboratory	Applied / practical knowledge	reading and discussing recommended materials, working on projects	50
10.6 Minimal performance standard			
Obtaining 5 points (out of 10) both for the evaluation along the semester (seminar) and for the final evaluation (exam).			

Date	Course coordinator	Seminar coordinator
26 September 2021	Professor Adriana ZAIT, Ph.D.	Professor Adriana Zait, PhD

Date of approval in the departament   Head of departament
27 September 2021   Professor Andrei NEŞTIAN, PhD