

Course title: **International Team Management**

Studies: Finance and Accounting

Course description form (syllabus form)

General data						
Cycle of studies	2024-2027					
Organizational unit	Faculty of Economic Sciences					
Studies	Finance and accounting, first-cycle studies					
The profile of education	General academic					
Semester	4					
Mode of studies	full-time					
Type of course	Lecture	Practical session	Laboratory	Conversatorium	Seminar	Project
Number of hours	15			30		
Number of ECTS	4					
Examination	Oral exam/Written test					
Language	English					
Content author	Małgorzata Czerwińska-Jaśkiewicz ,PhD					
Course objectives						
<p>The aim of the course is to show Students how to manage employees in an intercultural environment. Students will also have the opportunity to learn how they could cooperate in international teams.</p> <p>Specific objectives:</p> <ul style="list-style-type: none">• to show Students cultural differences and teach them to relate them to the work environment• to teach Students to understand cultural differences in the modern world• to teach Students how to avoid intercultural conflicts at work• to encourage Students to the discussion how to make a diverse environment an opportunity for the company						
Prerequisites						
Basic knowledge of management and human resources management						
Student workload						
<ol style="list-style-type: none">1. Class sessions (including assessment and examination) - 45 hours2. Reading literature for classes - 20 hours3. Preparing assignments - 8 hours4. Assessment preparation - 23 hours5. Consultations-2 hours6. Exam-2 hours <p>TOTAL: 100 hours (4 ECTS)</p>						
Short description						
People management in an intercultural environment is defined as leadership in an organization in which awareness and acceptance of the differences that exist between employees and, at the same time, what may unite them should be developed. In cross-cultural management, managers are looking for answers on how to motivate a diverse and heterogeneous team to constantly increase its productivity. During the course, Students will have the opportunity to learn and experience aspects related to this topic.						
Learning outcomes						
<p>KNOWLEDGE:</p> <p>Participants will:</p> <p>EP1. Know and understand at advanced level the mechanisms of the functioning of international enterprises, corporations, financial markets and entities functioning on these markets as well as running a business in an international setting (IB1_W02).</p> <p>EP2. Know and understand at an advanced level the terminology and processes of managing an organization's assets and the relations between an organization and its surroundings in international scope as well as has the knowledge of managerial functions at different levels (IB1_W03).</p> <p>SKILLS:</p> <p>Participants will be able to:</p> <p>EP3. Plan and organize individual and collective work, discuss and cooperate in a team(also in an interdisciplinary one) in solving economic, financial and managerial problems in international sphere (IB1_U04).</p> <p>EP4. Utilize theoretical and practical knowledge, including legal norms and ethical, moral, organizational and financial rules, in effective management of institutions and enterprises operating in an international setting (IB1_U05).</p> <p>COMPETENCIES:</p> <p>Participants will develop their social and interpersonal skills by addressing the following issues:</p> <p>EP5. Is ready to critically assess one's knowledge and received contents from the area of international business, the needs of constant professional improvement and personal development, as well as asking for experts' opinions in case of problems with solving problems oneself (IB1_K01).</p> <p>EP6. Is ready to think and act in entrepreneurial way, work at operational, analytical and managerial posts at different levels in enterprises, institutions and organizations functioning in an international setting (IB1_K03).</p>						

Form of verification
Lectures: Oral exam Conversatorium: Written test
Detailed data
Type of course: Lecture and Conversatorium
Bibliography
Bibliography: F. Luthans, J. Doh, International Management: Culture, Strategy and Behaviour, 10th edition, McGraw-Hill/IRWIN, Boston 2018. Pat Wellington, Managing Successful Teams, Kogan Page, Kogan Page Ltd., 2012. Supplementary: Anna Wieczorek-Szymańska, Wojciech Leoński, Zarządzanie zasobami ludzkimi. Wrazliwa różnorodność, CeDeWu Sp. z o.o., Warszawa 2023. C.A. Bartlett, P.W. Beamish, Transnational Management, 8th edition, Cambridge University Press, 2018. H. Deresky, International Management. Managing Across Borders and Cultures, 8th edition, Pearson, 2014. G. Hofstede, Cultures and Organisations, HarperCollins, London 1994. A.V. Phatak, R.S. Phagat, R.J. Kashlak, International Management. Managing in a Diverse and Dynamic Global Environment, McGraw-Hill/IRWIN, Boston 2005.
Range of content
<p>The course's lectures and conversatorium are thematically consistent. The lectures take the form of activating lectures - in the formula of open discussions. Conversations, in turn, are the form of practicing the content covered during lectures.</p> <p>General content of lectures and conversatorium:</p> <ol style="list-style-type: none"> 1. Organizing project team 2. Overcoming cultural differences 3. Conditions of a team's functioning 4. Roles of a team members 5. Leadership and motivation 6. Communication in a project team 7. Delegation of tasks 8. Reasons of the disfunctioning of a team 9. Conflict Management in an international team 10. Rules of giving feedback to team members 11. Managing the effectiveness of project team members
Didactic methods
Lectures: activating lecture Conversatoriums: activities solving tasks/problems thematic quiz thematic games with problematic issues group discussion debates own observation
Assessment methods and assessment criteria
Lectures: Attendance at classes is obligatory. Preparation for lectures, activity, punctuality, personal culture, commitment (EP1-EP6) Result of the oral exam (EP1-EP2) Assessment criteria: answer to 3 questions. Assessment rules: 50% answer to the questions - satisfactory, 60% dst plus, 70% good, 80% good plus, 90% - very good. Conversatorium: preparation for classes, activity, punctuality, personal culture, commitment (EP1-EP6) attendance at classes is obligatory carrying out tasks prepared by the teacher during classes (EP4-EP6) positive result of the individual written test. The test will be conducted based on the content of the subject. Assessment of an individual written writing test with open questions, problem-based (EP1-EP6) Rules for assessing the test: Test with open, problem-based questions. Max number of points 40, passing from 60%. Assessment criteria: 40-37 points. - very good, 36-34 points. – db plus, 33-30 points – db, 29-27 – dst plus, 26-24 points. dst, below 24 points – ndst.