

## Course: Core Areas of International Business 7

credits: 5

<b>Course code</b>	LBVB22CAB7A	<b>Modes of delivery</b>	Education
<b>Name</b>	Core Areas of International Business 7	<b>Assessments</b>	Core Areas of International Business 7 - Computer, organised by STAD examinations
<b>Study year</b>	2023-2024		
<b>ECTS credits</b>	5		
<b>Language</b>	English		
<b>Coordinator</b>	R.A. Gibson		

### Learning outcomes

At the end of this course, successful students will be able to:

Human Resource Management:

- Distinguish and explain appropriate HRM strategies
- Explain the practices, tools and instruments involved in the HR cycle (including job analysis, recruiting, selection, onboarding, appraisal and retention)
- Distinguish and explain the main ethical topics in Human Resource Management

Intercultural Competence:

- Distinguish and explain different factors, norms, and values of (inter-)national culture.
- Analyze the cross-cultural situations in business and social contexts with relevant cultural dimensions.
- Explain the effect of cultural differences on organizational behavior and strategic choices.
- Explain the importance of a diversity strategy in today's organization.
- Distinguish critical success factors of intercultural management.
- Explain how intercultural management impacts team performance and business results in today's business world.

PLOs:

- LW10.2
- LW11.2
- LW14.2
- TWM 22.2
- TWM23.2

### Content

Theory in the areas of human resource management and intercultural competence will be covered in this module.

Human resource management will focus on the staffing process as part of the management process. The processes include acquiring new employees, training them to a high standard, appraising their performance, deciding how to reward employees and ensuring that they are treated equally; to ensure decent work for all (SDG 8).

Intercultural competence will focus on different factors, norms, and values of (inter-)national culture, and the application of this knowledge in the context of organizational culture and organizational behavior. Students will be able to explain the effect of cultural differences on organizational behavior, strategic choices, and business results. Meanwhile, they will be able to explain the critical success factors of intercultural management and explain the implication of intercultural management.

### Included in programme(s)

International Business 4 Year

### School(s)

International Business School