Vak: Intercultural People Management — credits: 5

Vakcode	LBVB26IPM1A
Naam	Intercultural People Management
Studiejaar	2026-2027
ECTS credits	5
Taal	Engels
Coördinator	T. Vriend
Werkvormen	Onderwijs
Toetsen	Written exam - Computer, organisatie ToetsCentrum

Leeruitkomsten

PLO1: International Business Opportunities

In this course, students learn to understand how human resource management systems contribute to organizational performance and strategic alignment in international contexts.

Learning line: Management

CLO1: Students can explain how strategic human resource management supports organizational goals and performance.

CLO2: Students can analyze how workforce planning, recruitment and selection, training and development, and performance management operate within diverse organizational environments.

PLO 3: Relationship Management

In this course, students learn to apply intercultural and human resource management theories to analyze managerial and organizational processes in culturally diverse settings.

Learning line: Management

CLO1: Students can apply cultural frameworks (e.g., national culture dimensions and intercultural communication models) to analyze differences in managerial practices.

CLO2: Students can explain how cultural values influence leadership, communication, HR policies, and organizational behavior in international organizations.

PLO 4: Self-Management

In this course, students develop awareness of cultural assumptions and their implications for managerial practice.

Learning line: Global Mindset and Professional Development

CLO1: Students can critically reflect on cultural assumptions and their influence on managerial perception and decision-making.

CLO2: Students can demonstrate awareness of intercultural challenges in professional contexts and explain strategies for effective cross-cultural interaction.

Inhoud

This course examines people management in culturally diverse organizational contexts by integrating human resource management and intercultural management theory. Students explore how organizations design core HR processes and how cultural differences shape leadership, communication, and organizational behavior. Through lectures and seminars, they apply theoretical frameworks to contemporary international business situations.

This course supports the SDG 8 (Decent Work and Economic Growth) by promoting inclusive HR practices, culturally responsive leadership, and responsible people management that enhance productive employment and sustainable organizational performance.

Opgenomen in opleiding(en)

IBS Exchange programme International Business - Fundamentals
International Business 4 Year

School(s)

Business & Recht

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