



APPLIES TO ACADEMIC YEAR 2005/2006

GRA 6330 Managing Differences: Culture and Diversity

Program

Master of Business and Economics Program, Master of Science in Business, Master of Science in Business (International Management), Master of Science in International Marketing and Management, Master of Science in Leadership and Organizational Psychology, Master of Science in Management, Specialization Course

Responsible for the course

Laura E Mercer Traavik

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

6

Objective

Culture is a concept that has been used in a variety of management contexts and it is often used uncritically to explain differences found across national borders. Culture however is a multifaceted and complex construct that demands a more systematic study so that managers are able to identify when and how culture affects organisational outcomes. This course will examine the construct culture from several theoretical perspectives and then link culture to diversity and specific organisational processes. The course provides students with a theoretical, analytical and experienced based foundation for understanding culture and the challenges involved in managing a diverse workforce.

Prerequisites

Bachelor's degree in Business or eq.

Compulsory literature

Collection(s) of articles:

Edited by Laura E.M Traavik. 2005. Compendium of research articles

Recommended literature

Course outline

Topics covered:

- 1.Examining the concept of culture
- 2.Understanding culture in relation to diversity
- 3.Culture and diversity as they relate to organisational processes (for example, groups and motivation)
- 4.Managing diversity: theoretical and practical approaches

Computer-based tools

Blackboard

Course structure

36 hours

Evaluation

Your course grade will be based on the following activities and weights:

Participation 25%, Term paper 50%, exam 25% (the exam is a three hour exam).

Evaluation code(s)

GRA 63304 participation, term paper and exam accounts for 100 % of the final grade in the course GRA 6330.

Aids at the examination

Bilingual dictionary

Makeup exam

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake a exam. Retake examinations entail an extra examination fee.