

WSB University						
Field of study: National security						
Course: Multicultural management						
Educational profile: practical						
Education level: I-cycle studies						
Number of hours per semester	1		2		3	
	I	II	III	IV	V	VI
Full -time studies (L/C/lab/pr/e)*						18c
Part-time studies (L/C/lab/pr/e)						18c
CLASS LANGUAGE	English					
LECTURER	dr. Karol Kujawa					
FORM	Classes					
COURSE OBJECTIVES	<p>In recent years, we have witnessed rapid changes in the job market. Employers increasingly require us to be able to communicate in a global business environment. Therefore this course provides you with the knowledge and skills to manage and work in an intercultural environment. It will allow us to understand the concepts of culture and cultural differences and the convergences and divergences in cultural norms and values. In addition, the course covers issues that highlight the impact of culture in the international business environment, examines research related to culture, and considers implications for security and management. Moreover, students will analyze cultural differences on the Middle East, Latin America, United States, and European Union. It will allow the participants to improve their persuasive competences and compete in the global world. Moreover, students will recognize different problems of cross-cultural management. Students will recognize different tactics and negotiation techniques and better understand the dynamics of the process of communication. The course will increase the relationship between culture and management.</p>					
Reference to learning outcomes	Description of learning outcomes		Verification of learning outcomes			
Field-related learning outcome	PQF					
Knowledge						
BN_W09	P6S_WK	Students know the basic principles of creating and developing various forms of entrepreneurship in national security.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.			
BN_W06	P6S_WK	Students will be introduced to the fundamental dilemmas of modern civilization related to the changes taking place in the processes of shaping various dimensions of security and their influence on the participants of social life.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.			
Skills						
BN_U04	P6U_U	Students will learn how to analyze motives and patterns of human behavior, diagnose situations, and analyze strategies for practical solutions in relation to various contexts of national security activities.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.			

BN_U04	P6U_U	Students will learn how to design and organize individual and team work implementing tasks in the field of national security performing various roles in it, accept tasks related to taking professional actions.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.
Social competences			
BN_K05	P6U_K	Students will learn to operate related to national security in a manner consistent with entrepreneurial principles.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.
BN_K06	P6U_K	Students will be ready for professional action and responsible professional role in national security.	Oral exam including theoretical tasks and issues, oral responses in class, colloquia, credit for classes.
Students' own workload (in didactic hours 1h=45 minutes)**			
Full-time Participation in lectures = Participation in classes = 18 Preparation to classes = 15 Preparation to lectures = Preparation to an examination = 15 Project tasks = e-learning = Credit/examination =2 others (consultation) = 2 TOTAL:52 ECTS points:2 Including practical classes:		Part-time Participation in lectures = Participation in classes = 18 Preparation to classes = 15 Preparation to lectures = Preparation to an examination = 15 Project tasks = e-learning = Credit/examination =2 others (consultation) = 2 TOTAL:52 ECTS points:2 Including practical classes:	
PREREQUISITES	n/a		
COURSE CONTENT	<p>Contact hours:</p> <ol style="list-style-type: none"> 1. An Introduction: Culture and Management 2. Interactions across cultures, 3. Negotiating across cultures 4. Understanding cross-cultural ethics 5. Corporate social responsibility 6. Working in global teams 7. Comparative leadership styles, and HR requirements for performance as a global manager. 8. Communications management: The case of Europe. 9. Communications management: The case of Middle East. 10. Communications management: The case Africa. 11. Communications management: The case of Latin America 12. Communications management: The case the United States. 13. How to conduct research? 14. Writing laboratory: analysis, report and research expertise. <p>E-learning: not applicable</p>		
LITERATURE	<ol style="list-style-type: none"> 1. Myron W. Lustig and Jolene Koester, Intercultural Competence: Interpersonal Communication Across Cultures, 2009 (https://www.researchgate.net/publication/273115675_Intercultural_competence_Interpersonal_communication_across_culture_7th_edition). 2. Nancy Adler, International Dimensions of Organizational Behavior, 5th Edition, South-Western Thomson Learning, 2008. (https://www.researchgate.net/publication/202186992_International_Dimensions_of_Organizational_Behavior) 		

OPTIONAL LITERATURE	<ol style="list-style-type: none"> 1. William B. Gudykunst, Cross-Cultural and Intercultural Communication, London 2003. 2. Fred E. Jandt, An Introduction to Intercultural Communication: Identities in a Global Community, New York 2012. 3. Kathrin Gerbe, Intercultural Communication as a Strategy of Global Marketing, New York 2007. 4. George M. Hall, How To Write a Paper, London 2013 5. William Byham, Debra Pickett, Landing the Job You Want: How to Have the Best Job Interview of Your Life, USA 1999. 6. Kenneth Katzner, Kirk Miller, The Languages of the World, Routledge, New York 1977.
SCHOLARLY PUBLICATIONS BY PERSONS WHO CONDUCT CLASSES, WHICH ARE RELATED TO THE MODULE SUBJECT	<ol style="list-style-type: none"> 1. (co-edited with S. Laçiner and H. Palabıyık), "Turkish-Polish Relations: Past, Present and Future", Ankara, Canakkale: Pozitiv Matbaa 2015, pp. 230. 2. 2. (co-edited with V. Morkva) "2014 Ukrainian Crisis. Evolution, International Reaction, Implications", Gliwice: Aslan Press 2015, pp. 130. 3. K. Kujawa, Muslims in the Balkans. Identity, Religion and Security, AWSB University Press 2021.
TEACHING METHODS	<p>Contact hours: Multimedia presentation, simulation games, group work, discussion.</p> <p>E-learning: not applicable</p>
TEACHING AIDS	Multimedia presentation, simulation games
PROJECT (if implemented in the framework of a classes module)	<p>Project goal:n/a</p> <p>Topic of the project:</p> <p>Project form:</p>
FORM AND CONDITIONS OF ASSESSMENT	<p>The student is obliged to write original article with footnotes and bibliography concerning the field of the lecture on the subject. The article should not normally exceed 5 double-spaced pages (about 2000 ems per page). The deadline for submissions of the article is December 15th, 2020.</p> <p><u>Oral exam:</u></p> <p>During the exam students will be asked questions which are related to the course. The oral exam must be held before the end of course. Failure to take the exam by this deadline will result in assignment of incomplete grade. Requests for extensions to a later deadline will be considered on a case-by-case basis but are expected to be rare and for unusual circumstances, such as illness or visa problems.</p>

* L-lecture, C- classes lab- laboratory, pro- project, e- e-learning