1 Module content

Course	MA in InterCultural Management (ICM) - 1st year
University, Faculty	University of Burgundy, Languages and Communication Faculty
Module title	**Cultures in Organisations**
Lecturer	Alexander Frame
Objectives	This subject introduces students to critical and negotiated definitions of culture, as applied to organisations. Based on real-world examples, it considers the ways in which cultures evolve and develop through interactions, for example in the context of multinational project teams or joint ventures. The class links critical theoretical approaches to culture with practical considerations of method for conducting cultural audits and managerial guidelines designed to take into account and accompany the development of different cultures within organisations, in a national or international context.
Number of hours	6
Semester	Second
Number of students	Around 15

2 Evaluation

Evaluation methods	Final exam
Weighting	100%
Examination types	Written exam

3 Teaching methods

Pedagogy	Lectures and interactive classes
Teaching activities	Text-based discussions, carrying out a cultural audit…

4 Programme

1. Negotiated cultures and methods of study

2. Power and identities in talk about cultures

3. Managing cultural dynamics within organisations

5 References

Brannen, M. Y., & Salk, J. E. (2000). Partnering Across Borders: Negotiating Organizational Culture in a German-Japanese Joint Venture. *Human Relations*, *53*(4), 451–487.

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Jackson, T., & Aycan, Z. (2006). Editorial: From Cultural Values to Cross Cultural Interfaces. *International Journal of Cross Cultural Management*, *6*(1), 5–13.

Primecz, H., Mahadevan, J., & Romani, L. (2016). Why is cross-cultural management scholarship blind to power relations? Investigating ethnicity, language, gender and religion in power-laden contexts. *International Journal of Cross Cultural Management*, *16*(2), 127–136.

Romani, L., Sackmann, S., & Primecz, H. (2011). Culture and negotiated meanings: the value of considering meaning systems and power imbalance for cross-cultural management. In Henriett Primecz, L. Romani, & S. Sackmann (Eds.), *Cross-cultural management in practice: culture and negotiated meanings* (pp. 1–17). Cheltenham, UK ; Northampton, MA, USA: Edward Elgar.

Søderberg, A.-M., & Holden, N. (2002). Rethinking Cross Cultural Management in a Globalizing Business World. *International Journal of Cross Cultural Management*, *2*(1), 103–121.

Van den Ende, L., & Van Marrewijk, A. (2015). The social construction of cultural differences in a Siberian joint-venture megaproject. *Journal of Strategic Contracting and Negotiation*, *1*(2), 168–185.

Van Marrewijk, A. (2011). Cross Cultural Management: Hybridization of Dutch -- Indian Work Practices in Geographically Distributed IT Projects. *International Journal of Business Anthropology*, *2*(2), 15-35.

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