



HELSINKI UNIVERSITY OF TECHNOLOGY
Department of Industrial Engineering and Management
Laboratory of Work Psychology and Leadership

TU-53.1360 Cross-Cultural Management (3 credits)

EXAMINATION 16.12.2008

Please answer THREE (out of four) of the following questions. Please, write EACH answer to a SEPARATE sheet of paper i.e. you should return three sheets of paper. Remember to write down your name and student number on all of them.

To get maximum points per question, please connect your answers to the theory presented in readings.

1. Several models characterizing different national cultures have been introduced e.g. by Hofstede, Adler, Hall, Schein and Trompenaars. Please, compare two of these models. How can an organization or an individual manager utilize these models in daily business life? (8p.)
2. What are the competencies of an international manager? Why? How can these competencies be developed? (8p.)
3. When working as expatriate individual face challenges in adjusting to a foreign culture. What elements in a new culture may cause these challenges and how does an individual experience the impacts of these factors? In what way can an individual react to these challenges and adjust to them? What skills or abilities can help an individual in adjusting to a foreign culture? (8p.)
4. Please, evaluate your learning experiences from the course. Here are some questions that may help you: Did you get any new insights considering different cultures; did the contents of the course (group assignment, lectures, exam material) help you anyway to deal with or understand better people from other cultures? How did you feel about the contents and concepts introduced in the course? Points are given for the scope of answer (covering the contents of the course) and the depth of your analysis. (8p.)