



TU-53.1360 Cross-Cultural Management (3 credits)

EXAMINATION 15.12.2011

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 the course materials.

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 a manager utilize these models in daily working life? (8p.)
2. Explain the Lewis Model (presented by Michael Gates). How does the triangle between multi-active, linear-active and reactive cultures work? Describe main characteristics for each variation of culture and give some examples of the implications of the models in cross-cultural management.(8p)
3. What kind of benefits and challenges multicultural teams have? Explain how companies can benefit from multicultural teams. (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? Do the contents of the course (group assignment, lectures, exam material) help you deal with or understand better people from different cultures? Points are given for the scope of answer (covering the contents of the course) and the depth of your analysis. (8p.)