



UNIVERSITÀ  
DEGLI STUDI DI MILANO-BICOCCA

## SYLLABUS DEL CORSO

### Organizzazione dell'Azienda Internazionale

2021-2-F5701R030

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#### Course title

International management

#### Topics and course structure

The course focuses on international business and international human resource management (IHRM).

Main issues are cross cultural management and how IHRM policies and practices function in multinational enterprise.

Experts in training and human resource management will increasingly be required to apply their skills and knowledge in contexts in which people with different nationalities are present and in which the forces to operate homogeneously and equitably in different countries must be balanced with attention to local specificities.

#### Objectives

Students at the end of the course will know:

- to understand the complexity of managing people from different cultures within the same workplace

-to learn about international human resource practices

- to understand the strategies of multinationals

Furthermore, at the end of the course, students will be able to:

- to link organizational design to internationalization strategies

- to know how to adapt the training design to different cultures

- to diagnose causes of organizational conflicts in different cultural contexts

## **Methodologies**

The teaching method makes use of lectures and active discussions, brief cases, to experiment problems related to international human resources in simulated organizational contexts.

During Covid19 emergency period, classrooms will be recorded, with some events in videoconferencing.

## **Online and offline teaching materials**

Articles and case studies available on line

## **Programme and references for attending students**

Prandstraller F., Quacquarelli B., *Risorse Umane Internazionali*, Apogeo, Milano, 2011

Articles and case studies available on line

## **Programme and references for non-attending students**

1) *Prandstraller F., Quacquarelli B., Risorse Umane Internazionali, Apogeo, Milano, 2011.*

2) *Hill C.W.L., International Business, Hoepli, Milano, 2008 (cap. 1,2,3,4,12, 13, 14, 15, 16)*

## **Assessment methods**

For attending students the evaluation is based on:

- Written exam at the end of the course with open questions and multiple choice questions.

- Individual work

For non-attending students an oral exam is required.

The evaluation will be based on:

- knowledge and understanding of theoretical models.
- skills in analyzing corporate realities in the light of theoretical models
- abilities to solve complex organizational problems, considering countries that organizations operated in, the size of the company and the type of employee to be managed.

### **Office hours**

<https://www.unimib.it/barbara-quacquarelli>

### **Programme validity**

Two years

### **Course tutors and assistants**

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