



EFFECTIVE: SEPTEMBER 2004
CURRICULUM GUIDELINES

A. Division: **Instruction** Effective Date: **September 2004**

B. Department / Program Area: **Commerce & Business Admin.** Revision New Course

If Revision, Section(s) Revised: **C**

Date of Previous Revision: **2002-09 H**

Date of Current Revision: **2004-09**

C: **BUSN 4305** D: **Cross-Cultural Labour Relations and Practices** E: **3**

Subject & Course No.	Descriptive Title	Semester Credits
F: Calendar Description: This course is designed to provide students with an understanding of issues related to cross-cultural labour relations and practices, standard business protocols in foreign countries, management and employee relations, and key labour statutory requirements in different selected countries. The focus will be on small to medium-sized businesses trying to enter Latin American, European, and Pacific Rim countries.		
G: Allocation of Contact Hours to Type of Instruction / Learning Settings Primary Methods of Instructional Delivery and/or Learning Settings: Lectures and Seminars Number of Contact Hours: (per week / semester for each descriptor) Lecture: 3 Hours Seminar: 1 Hour Total: 4 Hours Number of Weeks per Semester: 15 Weeks X 4 Hours per Week = 60 Hours	H: Course Prerequisites: English 12 with a letter grade of "C" or better	
	I: Course Corequisites: Nil	
	J: Course for which this Course is a Prerequisite Nil	
	K: Maximum Class Size: 35	
L: PLEASE INDICATE: <input type="checkbox"/> Non-Credit <input type="checkbox"/> College Credit Non-Transfer <input type="checkbox"/> College Credit Transfer: SEE BC TRANSFER GUIDE FOR TRANSFER DETAILS (www.bccat.bc.ca)		

<p>M: Course Objectives / Learning Outcomes</p> <p>At the end of the course, the successful student should be able to:</p> <ol style="list-style-type: none"> 1. demonstrate a knowledge of labour practices and standards, business protocols, and employee relations in major Latin American, European, and Pacific Rim countries; 2. analyze readings, case studies and statutes in order to recommend effective solutions and appropriate behaviours in business situations; 3. demonstrate an in-depth understanding of the business culture of at least one country being studied; 4. demonstrate the ability to self-monitor and adjust one's behaviour to accommodate cultural differences in a business context. 														
<p>N: Course Content:</p> <p>Main topics include:</p> <ul style="list-style-type: none"> • Labour history and current practices. • Statutory requirements. • Business protocols: formality, introductions, meetings, negotiations, socializing, ethics, body language. • Employee relations and compensation. 														
<p>O: Methods of Instruction</p> <p>Lectures, assigned readings, case analyses, guest speakers, role plays, discussion, videos, independent research.</p>														
<p>P: Textbooks and Materials to be Purchased by Students</p> <p>Lustig, M. and J. Koester. <u>Intercultural Competence: Interpersonal Communications Across Cultures</u>, Latest Ed. New York: Harper Collins.</p> <p>Coursepack of selected readings.</p>														
<p>Q: Means of Assessment</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Participation</td> <td style="text-align: right;">10%</td> </tr> <tr> <td style="padding-left: 20px;">Mid-Term Exam</td> <td style="text-align: right;">20%</td> </tr> <tr> <td style="padding-left: 20px;">Final Exam</td> <td style="text-align: right;">30%</td> </tr> <tr> <td style="padding-left: 20px;">Major Paper</td> <td style="text-align: right;">20%</td> </tr> <tr> <td style="padding-left: 20px;">Case Study</td> <td style="text-align: right;">10%</td> </tr> <tr> <td style="padding-left: 20px;">Role Play</td> <td style="text-align: right;"><u>10%</u></td> </tr> <tr> <td></td> <td style="text-align: right;"><u>100%</u></td> </tr> </table>	Participation	10%	Mid-Term Exam	20%	Final Exam	30%	Major Paper	20%	Case Study	10%	Role Play	<u>10%</u>		<u>100%</u>
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	<u>100%</u>													
<p>R: Prior Learning Assessment and Recognition: specify whether course is open for PLAR</p> <p>No</p>														

Course Designer(s): **Joe Ilsever**

Education Council / Curriculum Committee Representative

Dean / Director: **Rosilyn G. Coulson**

Registrar: **Trish Angus**